



**UNAKRT**

United Nations Assistance to the Khmer Rouge Trials

Vacancy number:	VA/OCIJ/2015/03
Office:	Office of the Co-Investigating Judge
Status:	Legal Consultant
Date Issued:	01 April 2015
Duty Station:	Phnom Penh - Cambodia
Deadline for receiving applications:	07 April 2015

### **ANNOUNCEMENT FOR CONSULTANT**

The United Nations Assistance to the Khmer Rouge Trials (UNAKRT) supports the operation of the Extraordinary Chambers of the Courts of Cambodia (ECCC). The ECCC has been established by the Royal Government of Cambodia (RGC) to try senior leaders of Democratic Kampuchea and those most responsible for the crimes and serious violations of Cambodian penal law, international humanitarian law and customs and international conventions recognized by Cambodia that were committed during the period from 17 April 1975 to 6 January 1979. The position is located within the Office of the Co-Investigating (OCIJ). Under the overall supervision of the International Judge, the incumbent will perform the following duties:

#### **DUTIES AND RESPONSIBILITIES:**

- Conduct legal research on a diverse range of assigned issues in international, comparative and procedural criminal law using multiple research sources; select relevant material, analyze information and present findings for internal review;
- Assist Legal Officers in the review of legal documents, instruments, or other material; identify and analyze important legal issues;
- Assist the Co-Investigating Judge in drafting legal documents, decisions to be reviewed by the legal officers, background papers, studies, reports, closing orders and memoranda;
- Research investigative leads and identify potential witnesses with the use of various databases;
- Assist Legal Officers and Investigators in developing investigative strategies, identifying strong and weak points in the investigation and taking tactical decisions;
- Assess the relevance of evidence gathered by Investigators in interviews conducted both in the field and at the Tribunal;
- Draft evidence status reports for review by the Co-Investigating Judge;
- Present evidence in visual format, including organizational charts of political and military structure, and case specific maps for investigative purposes;
- Assist the Investigators and Legal Officers in witness preparation (in both French and English) for both summoned witnesses and witnesses to be interviewed on field missions, including analyzing the necessary background materials and drafting interview questions;



- Keep track of pending procedural and evidentiary issues by keeping Case Map up to date;
- Supervise and guide the work of interns by assigning them tasks and reviewing their work product;
- Provide training on case specific software to new staff and interns;
- Assist and train new staff in relation to the culture and history of Cambodia, specifically with regards to the Democratic Kampuchea regime, and its political and military structure, as well as the recent judicial decisions of the ECCC (from the Pre-Trial, Trial and Supreme Court Chambers);
- Assist Legal Officers in preparation of outreach;
- Organize monitoring of trial hearings in the ongoing Case 002/02 hearings, and liaise with staff from other sections, including Trial Chamber and various units of the Court Management Section.

### **COMPETENCIES:**

Successful applicants are expected to have the following competencies:

#### **Professionalism:**

- Demonstrated ability to conduct large scale and complex criminal investigations. equal participation of women and men in all areas of work.
- Ability to analyze complex political, military or criminal activities in relation to war crimes, crimes against humanity, genocide as well as sexual crimes, violence and abuses.
- Demonstrated knowledge of related research methods and techniques.

#### **Teamwork:**

- Working collaboratively with colleagues to achieve organizational goals, placing team agenda before private agenda;
- Soliciting input by genuinely valuing others' ideas and expertise;
- Willingness to learn from others;
- Sharing credit for team accomplishments and accepts joint responsibility for team shortcomings;
- Being culturally sensitive and respectful to colleagues and others.

#### **Planning and Organization:**

- Developing clear goals that are consistent with agreed strategies;
- Identifying priority activities and assignments;
- Allocating appropriate amount of time and resources for completing work;
- Foreseeing risks and allowing for contingencies when planning;
- Monitoring and adjusting plans and actions as necessary;
- Using time efficiently.
- Having excellent communication and interpersonal skills.

### **QUALIFICATIONS:**

#### **Education:**

Advanced University degree (Masters or equivalent) in international criminal or humanitarian law or related field. A first level university degree in law with a relevant combination of academic qualifications and experience may be accepted in lieu of the advanced university degree.

#### **Work Experience:**

One to two years of relevant experience in operational sub-team; evidence analysis, legal

research, drafting legal memoranda and writing Closing Order. Work experience in international or hybrid criminal tribunals is an asset.

**Languages:**

The official working languages of the Extraordinary Chambers are Khmer, English and French. For this post, fluency in English and/or French in writing and in speech is essential.

**SUBMISSION OF APPLICATION:**

Please address the fully completed and signed application form (P.11) in English, together with a cover letter and copies of relevant supporting documents, by e-mail to [unakrt-jobs@un.org](mailto:unakrt-jobs@un.org). The P.11 Form has to be downloaded from the UNARKT Website.

Applications received after the deadline will not be accepted.

Preference will be given to equally qualify female candidates. Due to the large volume of applications, we regret not being able to reply to everyone and will only contact the most suitable candidates for the test and/or an interview.

Successful candidates will be offered a consultancy contract. The remuneration will be determined based on the extent of work experience of the successful candidate.

