



Vacancy number:	VA/OCIJ/2019/02
Assignment Title:	Legal Consultant
Office:	Office of the Co-Investigating Judges
Contract Type:	Individual Contractor
Location:	Phnom Penh, Cambodia
Duration of Initial contract	2 months from 01 May 2019
Remuneration:	USD 1,000 per month
Duty Issued:	04 April 2019
Deadline for receiving applications:	17 April 2019

### **ANNOUNCEMENT FOR LEGAL CONSULTANT**

#### **GENERAL BACKGROUND:**

Under the applicable law, and in accordance with the terms of the Agreement between the United Nations and the Royal Government of Cambodia, the Extraordinary Chambers in the Courts of Cambodia (ECCC) has jurisdiction to try senior leaders and those who were most responsible for the crimes and serious violations of Cambodian penal law, international humanitarian law and custom, and international conventions recognized by Cambodia, during the period of the Khmer Rouge regime from 17 April 1975 to 6 January 1979.

While the ECCC is established as a national Court, the Royal Government of Cambodia sought the technical assistance of the United Nations in operating the court. In Resolution A/57/228 and A/57/228B, the General Assembly approved the involvement of the United Nations and endorsed the agreement outlining the arrangements between the two parties. The United Nations Assistance to the Khmer Rouge Trials (UNAKRT) was established in 2005 to provide on-going technical, operational and logistical support to the Royal Government of Cambodia in all aspect of the Court's operations.

This position is located in an investigative team in the Office of the Co-Investigating Judges of the ECCC (OCIJ). The incumbent reports to the Legal Officer in charge of the case.

To learn more about UNAKRT, please visit our website <http://www.unakrt-online.org>

#### **Duties and Responsibilities**

Under the direct supervision of the Legal Officers, and the overall supervision of the Co-Investigating Judges, the incumbent will carry out the following responsibilities:

- Conduct legal research and draft research papers on a diverse range of assigned issues in international and comparative criminal law using multiple research sources; select relevant



- material, analyse information and present findings for internal review;
- Conduct legal research and draft memoranda on international and comparative criminal procedure;
  - Assist the Co-Investigating Judges in the drafting of orders and decisions;
  - Review and analyse evidence;
  - Assist the Co-Investigating Judges in the drafting of the closing order in Case 004; and
  - Perform any other assignments as required.

**Results Expected:** Good legal research, analysis and presentation of key information related to the preparation of the Closing Order in Case 004 in accordance with the deadlines established by the supervisory legal officers to facilitate decision-making. Deliver well-reasoned and clearly written recommendations, legal memoranda, orders and decisions. Perform accurate evidence analyses and draft clear and well-reasoned sections of the closing orders. Apply all appropriate policies, guidelines, procedures and processes. Interact effectively and harmoniously with colleagues and concerned parties.

### **COMPETENCIES:**

**Professionalism:** Knowledge of international criminal law and procedure, and of human rights applicable to criminal proceedings; experience in applying legal expertise to analysing and resolving a diverse range of legal issues and problems; experience in drafting legal pleadings and/or decisions, preferably in the context of international criminal proceedings; experience in evidence analysis; sound judgment in dealing with sensitive and complex legal issues; shows pride in work and in achievements; demonstrates professional competence; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations; takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts in accordance with a final group decision, even when such decisions may not entirely reflect their own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings; and is culturally sensitive and respectful to colleagues and others.

**Planning & Organizing:** Develops clear goals that are consistent with agreed-upon strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.

### **QUALIFICATIONS AND EXPERIENCE:**

**Education:** An Advanced (Masters) degree in law.

**Work Experience:** Six months of relevant experience, ideally in Chambers or an



operational sub-team. Experience in evidence analysis, legal research, drafting legal memoranda and closing orders. Working experience in international criminal law and procedure, and/or legal service in an international tribunal is also an asset.

**Language:** The official working languages of the ECCC are Khmer, English and French. For this consultancy, fluency in English (both oral and written) is required.

**Other Desirable Skills:** Knowledge of the historical background of the Khmer Rouge Regime and of the publicly available information of Case 004 would be an asset. Knowledge of criminal case analysis software, such as Case Map and ZyLab, would also be considered an asset.

**CRITERIA FOR EVALUATION OF THE LEVEL OF TECHNICAL COMPLIANCE OF AN APPLICANT:**

<p>Technical Evaluation Criteria Obtainable Score</p> <ul style="list-style-type: none"><li>* An Advanced (Masters) degree in law. 10</li><li>• Six months of relevant professional working experience in Chambers or an operational sub-team. Experience in evidentiary analysis, legal research, drafting legal memoranda and closing orders. Experience working in international criminal law and/or procedure and/or legal service in an international tribunal. 10</li><li>• Demonstrated knowledge of the substantive law applicable at the ECCC; 10</li><li>• Demonstrated in-depth knowledge of international criminal proceedings and instruments, with exposure to the Civil Law system; 10</li><li>• Demonstrated knowledge of the historical background of Democratic Kampuchea Regime and the publicly available information on Case 004; 20</li><li>• Demonstrated proficiency in drafting of orders, decisions, and other relevant legal documents in English; 20</li><li>• Demonstrated ability to analyses evidence in criminal cases 20</li></ul> <p>Total Obtainable Score 100</p>
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Méthode d'évaluation (Assessment Method)

Selection based on quality of written applications – desktop review.
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**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 qualified female candidates.

**SPECIAL NOTICE:**

The Consultancy fees of US\$ 1,000 per month is all inclusive. Please note that no allowance, including DSA, other than the monthly consultancy fee will be offered for this position.

This consultancy is subject to approval of budget and availability of funding.

Applications from qualified female candidates are strongly encouraged.

