

Job Title: Associate Research and Development Officer (Investigations)(P-2) - JPO

Deadline for Applications:

Organizational Unit: Investigation Division – Office of the Prosecutor

Duty Station: The Hague - NL

Contract Duration: In accordance with the JPO Agreement

Organisational Context

The Investigation Division contributes to ensuring quality in the administration of justice by supporting the OTP in carrying out impartial and expeditious investigations and by ensuring proper identification, collection, evaluation, analysis and corroboration of evidence in adherence to high investigative standards. It is also responsible for ensuring, through proper risk analysis and planning and operational support, that the investigative strategy does not endanger the safety and wellbeing of victims, witnesses, Office staff and other persons at risk on account of their interaction with the Office, and further, that operations are carried out in a confidential, secure and efficient manner.

The Investigation Teams are comprised of investigators and analysts from the Investigation Division (ID) and work in the context of the Integrated Teams of the Office of the Prosecutor (OTP). The investigative teams are in charge, amongst others, of the following functions:

- Develop and update investigation and analysis plans;
- Execute the investigation and analysis plans in an impartial, safe, efficient and cost-effective manner;
- Establish and implement clear procedures to safeguard the obligation of objective investigation and analysis;
- and Support the prosecution activities of the Integrated Team.

Duties and Responsibilities

Under the general supervision of the Director of the Investigation Division and the direct supervision of the Investigations Coordinator the incumbent performs the following tasks:

- Support projects aimed at defining and implementing investigative operational standards, progressing on new investigative techniques, opportunities, tools and methodologies, providing recommendations to the Investigations Coordinator to ensure the harmonization and efficiencies of the work, practices and procedures across the different investigation teams;
- Undertake research and assist in the analysis on subjects related to international criminal investigations, covering a wide range of relevant sources (internal and external) - jurisprudence, academic papers, operational documents;
- Analyse, summarize, categorise, and code relevant judicial rulings and other researched materials on matters of relevance to investigations; feeding the Casemap database, available to all OTP for consultation, on matters related with investigations;

- Support the Division in the development of investigative standards to be shared with other investigative bodies and first responders;
- Support lessons learnt projects to be conducted by the different investigation teams on specific, as well as general matters relevant to investigations;
- Produce analytical summaries, draft documents and charts; take notes in oral discussions, and present on relevant findings;
- Support the development and implementation of training initiatives for the investigation teams;

Essential Qualifications

Education:

Advanced University degree, preferably in Law (with specialization in criminal law, criminal procedure, international criminal law and/or international humanitarian law) is required. Advanced University degree in Criminology, Sociology or other relevant area is also acceptable. A first-level university degree in combination with two additional years of qualifying experience is accepted in lieu of the advanced university degree.

Experience:

A minimum two years of professional experience in criminal investigations and prosecutions, investigations of serious human rights violations or investigative analysis (four years with a first-level university degree). Experience working with NGO/IGO or International Commissions of Inquiry would be considered an asset. Experience working in complex, large-scale cases is considered to be an asset.

Knowledge, Skills, and Abilities:

- Knowledge of the requirements of international criminal law concerning the elements of crimes and modes of liability;
- Strong research, analytical and evaluation skills with ability to conduct independent research and analysis, identify issues, solve-problems, formulate judgements and make conclusions and recommendations;
- Strong planning and organisational skills, as well as ability to establish priorities and coordinate with others;
- Excellent communication skills, effective presentation skills, excellent drafting skills and ability to prepare and present reports that are clear, concise and meaningful;
- Flexibility and ability to adjust to a highly dynamic environment; aptitude to establish and maintain productive partnerships with the relevant partners and stakeholders, within OTP and with other Sections/Units of the Court;
- Knowledge and experience in imputing and retrieving information from information databases;
- Knowledge and experience in working with iBase, Casemap, TRIM and Ringtail would be considered a strong asset;
- Ability to work under stressful conditions;
- Ability to comply with high levels of confidentiality;
- Ability to work effectively in a multi-cultural and multi-disciplinary environment in a non-discriminatory manner, with respect for diversity;
- High professional and personal integrity standards;

Knowledge of Languages:

Proficiency in one of the working languages of the Court, English or French is required. Working knowledge of the other is considered a strong asset. Knowledge of another official language of the Court (Arabic, Chinese, Russian and Spanish) is considered an asset.

ICC Core Competencies

- Dedication to the mission and values
- Professionalism
- Teamwork
- Learning and developing
- Handling uncertain situations
- Interaction
- Realising objectives