



TEMPORARY VACANCY ANNOUNCEMENT

P-2	Associate Legal Officer
TVA Grade Level	Functional Title
United Nations Assistance to the Khmer Rouge Trials (UNAKRT)	
Department/Office/Division	
Department of Economic and Social Affairs (DESA)	
Occupational Group (See list on last page)	
P-2	28 February, 2010
Open to (Current Grade of Applicant)	Deadline (DD/MM/YYYY)

Service/Section:	Office of the Co-Investigating Judges	Estimated Start Date:	01/04/2010
Duty Station:	Phnom Penh	Possibility of Extension?	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>
Duration:	364 days	Open to External Candidates?	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>

DUTIES AND RESPONSIBILITIES

The United Nations Assistance to the Khmer Rouge Trials (UNAKRT) supports the operation of the Extraordinary Chambers in 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 Judges (OCIJ). Under the overall supervision of the International Investigating Judge and the direct supervision of the Legal Team Leader, the incumbent will perform the following duties:

- Conducts legal research on a diverse range of assigned issues in Cambodian, international and comparative criminal law using multiple research sources; selects relevant material, analyzes information and presents findings for internal review.
- Assists Legal Officers in the review of legal documents, instruments, or other material; identifies important issues, similarities and inconsistencies, etc.
- Assists in the preparation of drafts of background papers, studies, reports, etc.
- Assists in the preparation of legal opinions/advice on a wide range of international and Cambodian criminal law issues (substantive and procedural).
- Assesses the relevance of evidence gathered by investigators.
- Performs other duties as assigned.

Results Expected: Good legal research, analysis and presentation of key information to facilitate decision-making. Delivers well-reasoned and clearly written recommendations, opinions and identification of issues on assigned legal topics. Consistently applies appropriate policies, guidelines, procedures and processes. Effectively interacts with colleagues and concerned parties internally and externally.

COMPETENCIES

- Professionalism: Knowledge of, and ability to apply, legal principles, concepts and procedures and terminology for review, examination, and processing of a range of legal documents. Knowledge of various legal research sources, including electronic, and ability to conduct research and analyze information on a wide range of legal issues. Ability to interpret and apply legislative instruments, develop and present results, recommendations, and opinions clearly and concisely. Ability to draft legal papers and work under pressure. Ability to apply good legal judgment in the context of assignments given. Shows pride in work and in achievements; demonstrates professional competence and mastery of subject matter; 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.
- Communication: Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify, and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed.
- 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 final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.
- Planning & Organizing: Develops clear goals that are consistent with agreed 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..

For Managerial Positions:

QUALIFICATIONS

Experience:

Minimum of 2 years of professional working experience. It is highly desirable to have prior criminal practice experience within a civil law jurisdiction and/or within an international criminal jurisdiction with either Chambers or Prosecution.

Education:

Advanced university degree (Master or equivalent) in criminal, comparative or international criminal law. A first level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree

Languages:

The official working languages of the Extraordinary Chambers are Khmer, English and French. For this post, fluency in English or French is essential. Knowledge of the other language and/or Khmer is an asset.

Other Skills:

Knowledge of the historical background of the Khmer Rouge Regime would be an asset. Knowledge of criminal case analysis software (such as Case Map, Case Matrix and ZyLab) also an asset.

ADDITIONAL COMMENTS

DOCUMENTS REQUIRED:

- Cover Letter**
 PHP
 Signed PAS **Periods:**
 Others:

ALL SUBMISSIONS TO BE SENT TO:

Contact Name: Emmanuelle Dupont Email Address: duponte@un.org

Copy (cc): Alice Kubai Email Address: kubai@un.org

Please choose from this list of Occupational groups:

Administration	Jurists
Civil Affairs	Legal Affairs
Civilian Police	Logistics
Conference Services	Management and Programme Analysis
Drug Control and Crime Prevention	Medical
Economic Affairs	Ombudsman
Electoral Affairs	Political Affairs
Engineering	Procurement
Finance	Programme Management
Human Resources	Public Information
Human Rights	Science and Technology
Humanitarian Affairs	Security
Information Management	Social Affairs
Information Systems and Technology	Social Sciences
Internship	Statistics

Note:

While this temporary assignment will provide the successful applicant with an ideal opportunity to gain new work experience, the selection for this position is for a limited period and has no bearing on the future incumbency of the post.

Internal candidates for this purpose is defined as staff members currently serving under 100 series appointment who have been recruited after a competitive examination under staff rule 104.15 or after the advice of a Secretariat joint body under staff rule 104.14. External applicants may be considered when it is not possible to identify suitable internal candidates of the same department/office.

Please note that external candidates are generally not entitled to be appointed at the advertised level of this temporary vacancy and will therefore be graded in accordance with the current recruitment guidelines. This means that the grade may be at a lower level than that of the advertised level of the post.

For information on the provisions for special post allowance, please refer to ST/AI/1999/17.