



Vacancy number:	<b>VA/CPLCL/2020/01</b>
Assignment Title:	Junior Legal Consultant
Office:	Civil Party Lead Co-Lawyers' Section
Contract Type:	Individual Contractor (IC)
Location:	Phnom Penh, Cambodia
Starting Date: (Date when the selected candidate is expected to start)	2 March 2020
Duration of Initial contract:	Four (4) months, renewable subject to availability of funds
Remuneration:	USD 3, 500 per month
Date Issued:	22 January 2020
Application deadline:	04 February 2020

### **ANNOUNCEMENT FOR INTERNATIONAL JUNIOR 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.

Proceedings in Case 002/02 are now in the appeal stage before the Supreme Court Chamber. Victims of the crimes charged in that case who have been granted the status of Civil Parties in the proceedings are represented in a consolidated group by the Civil Party Lead Co-Lawyers. It is anticipated that during 2020 the Civil Party Lead Co-Lawyers will submit a brief in response to the KHIEU Samphân Defence's Appeal Brief, in order to advance the rights and interests of civil parties in the appeal.

#### **OBJECTIVE:**

UNAKRT is seeking applications from suitably qualified junior lawyers or jurists with English and French language working skills to assist the Civil Party Lead Co-Lawyers in the preparation of their response to the KHIEU Samphân Defence's Appeal Brief.

#### **SCOPE OF WORK:**

Under the supervision of the International Civil Party Lead Co-Lawyer, the Consultant will assist the Section in producing its response to the KHIEU Samphân Defence's Appeal Brief. This will include furnishing internal translations and scrutinizing legal principles raised in the Appeal Brief. The Consultant will additionally undertake legal research and contribute to drafting the Section's Response, and shall undertake other support tasks such as liaising with Civil Party Lawyers and reparations partners, producing materials for consultations and public information, updating civil party databases, and other tasks as necessary.



## COMPETENCIES:

**Professionalism:** Shows pride in work and in achievements, 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:** Good interpersonal skills and ability to establish and maintain effective partnership and working relations in a multicultural environment.

**Planning and 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.

## QUALIFICATIONS:

**Education:** Advanced university degree (Masters or equivalent) in law (preferably with specialization in international criminal law, international law, international humanitarian law or human rights law). A first level university degree in a related field with a relevant combination of academic qualifications and two years additional work experience may be accepted in lieu of the advanced degree in law.

**Work Experience:** At least one year of relevant professional experience is required. Prior experience with an international or hybrid criminal tribunal is desirable. Familiarity with victims' rights, particularly experience representing victims, would be an asset. Excellent legal research, analysis and writing skills are required.

**Language:** The official working languages of the ECCC are Khmer, English and French. For this post, fluency in written English is required, as well as a high level of proficiency in French. Candidates must be able to easily read and understand written French, including legal terminology. Knowledge of Khmer is also an asset.

**Other Desirable Skills:** Previous experience working at the ECCC or in Cambodia, or a good knowledge of Cambodian history would be an asset. Strong IT skills would also be an asset.

## Criteria for evaluation of the level of technical compliance of an applicant:

Technical Evaluation Criteria	Obtainable Score
Advanced university degree (Masters or equivalent) in law (preferably with specialization in international criminal law, international law, international humanitarian law or human rights law). A first level university degree in a related field with a relevant combination of academic qualifications and two years additional work experience may be accepted in lieu of the advanced degree in law.	20
At least one year of relevant professional experience	20
Prior experience with an international or hybrid criminal tribunal	15
Demonstrated familiarity with victims' rights	10

Demonstrated legal research, analysis and writing skills	10
Fluency in English and high proficiency in French (including legal terminology)	20
Previous experience working at the ECCC or in Cambodia, or demonstrated knowledge of Cambodian history	5
<b>Total Obtainable Score</b>	<b>100</b>

Evaluation of qualified applicants may include a written test and/or an interview.

### **Submission of Application**

Please address the fully completed and signed application form (P.11) in English with vacancy number in the VA, 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.

### **Special Notice**

The Consultancy fees of US\$3,500.00 per month is all inclusive. Please note that no allowance, including DSA, other than the monthly consultancy fee will be offered for this position. UNAKRT will provide ticket (economy class) from permanent residence to Phnom Penh, Cambodia and from Phnom Penh to permanent residence upon the completion of assignment, if the individual contractor needs to travel in order to perform his or her assignment.

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

Applications from qualified female candidates are strongly encouraged.

