



ΚΥΠΡΙΑΚΗ ΔΗΜΟΚΡΑΤΙΑ  
ΥΠΟΥΡΓΕΙΟ ΕΞΩΤΕΡΙΚΩΝ

ΠΟΛΙΤΙΚΗ ΔΙΕΥΘΥΝΣΗ

ΤΜΗΜΑ ΠΟΛΥΜΕΡΩΝ ΣΧΕΣΕΩΝ ΚΑΙ ΔΙΕΘΝΩΝ ΟΡΓΑΝΙΣΜΩΝ

Αρ. Φακ: 12.12.002

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Συνημμένα: 21 σελίδες

25 Ιουνίου 2018

- Γενικό Εισαγγελέα της Δημοκρατίας
- Γενικό Διευθυντή Υπουργείου Δικαιοσύνης και Δημοσίας Τάξεως
- Πρόεδρο Παγκόσμιου Δικηγορικού Συλλόγου

**Θέμα: Διεθνές Ποινικό Δικαστήριο / Προκήρυξη θέσεων**

Αναφορικά με το πιο πάνω θέμα, επισυνάπτονται για ενημέρωσή σας και τυχόν ενέργειες, προκηρύξεις του Διεθνούς Ποινικού Δικαστηρίου σχετικά με τις πιο κάτω θέσεις:

- Operations Officer (Security) (P-3) (σημ. η προθεσμία για υποβολή αιτήσεων λήγει στις 3/7/2018).
- Translator (English) (P-3) (σημ. η προθεσμία για υποβολή αιτήσεων λήγει στις 5/7/2018).
- Translator (English) (P-2) (σημ. η προθεσμία για υποβολή αιτήσεων λήγει στις 5/7/2018).
- Associate Field Programme Officer (Security) (P-2) (σημ. η προθεσμία για υποβολή αιτήσεων λήγει στις 4/7/2018).
- Associate External Relations and Cooperation Officer (P-2) (σημ. η προθεσμία για υποβολή αιτήσεων λήγει στις 8/7/2018).
- Field Officer (VPR) (P-3) (σημ. η προθεσμία για υποβολή αιτήσεων λήγει στις 8/7/2018).
- Associate Field Programme Officer (P-2) (σημ. η προθεσμία για υποβολή αιτήσεων λήγει στις 9/7/2018).

*DChristodoulou*  
Δήμητρα Χριστοδούλου  
Για Γενικό Διευθυντή  
XP  
25/6

Κοινοποίηση:

- Πρέσβη Χάγη α/α 232/18

ΑΠΕΣΤΑΛΗ  
*AB*

# Job Title: Operations Officer (Security) (P-3)

Job Req ID 18358 - Posted 04/06/2018 - Professional - Security / Military - The Hague - NL

18358 | OTP



**Deadline for Applications:** 03/07/2018

**Organizational Unit:** Operational Support Unit, Planning and Operations Section, Investigation Division, Office Of The Prosecutor

**Duty Station:** The Hague - NL

**Type of Appointment:** Fixed-Term Appointment

**Post Number:** S-6514

**Minimum Net Annual Salary :** €69,721.00

**Contract Durations:** For initial appointments, the Court offers a two-year appointment with the possibility of extension (six month probationary period).

A roster of suitable candidates may be established for this post as a result of this selection process for fixed-term appointments against both established posts and positions funded by general temporary assistance (GTA).

## Organisational Context

The Investigation Division (ID), under the overall management of its Director and management team, provides the investigative component of the integrated team which conducts the Office's investigations and prosecutions under the responsibility of PD's Senior Trial Lawyer. ID recruits, trains and monitors the performance of investigators, analysts and data inputters within the integrated team. Specialised units within ID support the integrated teams in the elaboration and implementation of their plans and through advice and assistance in the conduct of operations. The Operational Risk Support Unit (ORSU) which is situated within the Planning and Operations Section of ID, is the principal service provider and coordinator of support to the functions of the Office of the Prosecutor along three main specialities: (1) Operations Planning, Support and Guidance; (2) Witness Management); (3) Information and Operations Security Risk.

## Duties and responsibilities

The Operations Officer (Security) is OTP's principal Risk Management Adviser to its Elected Officials, Directors, Integrated Team Leadership and other Programme Managers. Reporting to the Head of the Operational Support Unit and working within the limits of delegated authority, the Operations Officer (Security) is responsible for:

- Assisting the Head of ORSU in providing prudent advice to Head, Planning and Operations Section, Integrated Teams, Directors, ExCom, on the management of risks related to the security of Office's staff, operations and information;
- Supervising the Office's Security Risk Analysis activities;
- Co-coordinating the internal security requirements of the OTP both at the headquarters and field environment, working in conjunction with the Security and Safety Section (of the Registry Organ) and external parties, as may be required;
- Coordinating the systematic collection, collation and synthesis, within the OTP, of information which may affect to safety and security of the Office's staff, operations and data protection;
- Monitoring and advising on the implementation and maintenance of, and compliance with internal OTP security policies;
- Acting as focal point for the Investigation of breaches of OTP's and/or the ICC's security policies;
- Liaising and coordinating closely with other Organs of the Court in matters of mutual security and safety interest, (staff, operations and information)
- Representing the Office on all ICC Inter-Organ Security Committees # Joint Threat Assessment Group (JTAG), Information Security Management Forum (ISMF) # and an alternate on the Security Coordination committee (SCC); and
- As determined by the Head of the Operational Support Unit, perform any other duties, which may enhance to Office's security posture.

## Essential Qualifications

**Education:**

Advanced university degree in security and/or risk management, disaster and/or emergency management, information security, military science, law enforcement, law, political science, international relations, management or related area.

**Experience:**

A minimum of five years (seven years with a first level university degree) of progressively responsible experience in security or risk management is required (preferably in a police, military, or international context), of which at least two should include experience resolving the risks related to operating in conflict/hazardous environments or including at least two years of experience in the field of risk analysis.

**Knowledge, skills and abilities:**

- A working knowledge of the UN security management system and/or crisis management experience is considered an asset;
- Additional specialist security and safety qualifications, such as information security (CISSP or related certification), risk assessment, risk mitigation, investigations, source handling, intelligence management, industrial security (CPP) or other related disciplines is desirable;
- Ability to work effectively within a complex legal and judicial investigative and prosecutorial environment;
- Ability to develop a sound professional rapport with working units and personnel both internal and external to the OTP in order to enhance the security posture of the OTP and to ensure internal policies and procedures are well understood and implemented;
- Ability to deliver specialist training and security management advice to a broad spectrum of personnel working within an international context with complex internal dynamics;
- Sound character with a proven history of reliability and integrity;
- Excellent drafting and oral communications skills, sound and effective administrator with excellent planning skills;
- Strong IT skills with a high level of general computer literacy and a firm understanding of data processing techniques with particular regard to information protection;
- Ability to meet strict deadlines and deliver a high quality product;
- Ability to operate effectively in difficult or challenging operational circumstances;
- Ability to work in a non-discriminatory manner with respect for diversity.

**Knowledge of Languages:**

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

**ICC Core Competencies****Dedication to the mission and values**

- Acts consistently in accordance with the mission and values of the Organisation;
- Maintains confidentiality, acts with integrity and shows respect for diversity;
- Shows commitment to the organisation;
- Presents a positive image of the organisation during external discussions.

**Professionalism**

- Applies professional and technical expertise;
- Keeps abreast of organisational issues;
- Produces workable solutions to a range of problems;

**Teamwork**

- Listens, consults and communicates proactively;
- Handles disagreements with tact and diplomacy;
- Recognises and rewards the contribution of others;

**Learning and developing**

- Identifies development strategies needed to achieve work and career goals and makes use of developmental or training opportunities;
- Learns from successes and failures;
- Seeks feedback and gives feedback to others to increase organisational effectiveness;
- Seeks opportunities for improvement of work;
- Has an open mind and contributes to innovation.

**Handling uncertain situations**

- Adapts to changing circumstances;
- Deals with ambiguity, making positive use of the opportunities it presents;

- Plans activities and projects well in advance and takes account of possible changing circumstances;
- Manages time effectively.

#### **Interaction**

- Expresses opinions, information and key points of an argument clearly;
- Handles contacts with diplomacy and tact;
- Communicates in a transparent and open way with internal and external contacts while complying with confidentiality requirements.

#### **Realising objectives**

- Accepts and tackles demanding goals with enthusiasm;
- Keeps to agreements with others;
- Focuses on client needs;
- Takes responsibility for actions, projects and people;
- Monitors and maintains quality and productivity

#### **General Information**

- The selected candidate will be subject to a Personnel Security Clearance (PSC) process in accordance with ICC policy. The PSC process will include but will not be limited to, verification of the information provided in the personal history form and a criminal record check.
- Applicants may check the status of vacancies on ICC E-Recruitment web-site.
- Post to be filled preferably by a national of a State Party to the ICC Statute, or of a State which has signed and is engaged in the ratification process or which is engaged in the accession process, but nationals from non-state parties may also be considered.
- In accordance with the Rome Statute, the ICC aims to achieve fair representation of women and men for all positions, representation of the principal legal systems of the world for legal positions, and equitable geographical representation for positions in the professional category.
- Applications from female candidates are particularly encouraged.
- The Court reserves the right not to make any appointment to the vacancy, to make an appointment at a lower grade, or to make an appointment with a modified job description.
- The ICC is willing to apply the "Inter-Organisation Mobility Accord" on a reciprocal basis.

**Job Title: Translator (English) (P-3)**

Job Req ID 18369 - Posted 06/06/2018 - Professional - Language Services - The Hague - NL

18369 | Registry



**Deadline for Applications:** 05/07/2018  
**Organizational Unit:** Languages Services Section, Registry  
**Duty Station:** The Hague - NL  
**Minimum Net Annual Salary:** €69,722.00  
**Contract Duration:** To be determined

A roster of suitable candidates will be established for this post as a result of this selection process for fixed-term appointments against both established posts and positions funded by general temporary assistance (GTA).

**Organisational Context**

Provision of high quality language services for efficient conduct of Court business: The Language Services Section (LSS) provides language services to the organs of the Court, i.e. translation, revision and editing of Court documents; consecutive and simultaneous interpretation for meetings, trial hearings, press conferences, specialised seminars, diplomatic briefings and other events, held in-house or away from the seat of the Court; assistance and guidance in terminology and references, management of language tools to make sure that consistent terminology is used in all the organs of the Court; recruitment, training, and accreditation of interpreters needed for work with Registry officials in the field and/or at the seat of the Court; provision of relevant information to service users to make them familiar with all the types of language services provided and with the procedures and requirements of the professions in question. The Translator reports directly to the Reviser or Senior Reviser of the relevant Translation Unit.

**Duties and Responsibilities**

The Translator (English) will work under the direct supervision of the Head, English Translation Unit/Senior Reviser (English) and under the general guidance of the revisers of the English Translation Unit. The incumbent will perform the following duties:

- To produce accurate and faithful translations (in terms of grammar, usage, readability, register, style and terminology) into English on a variety of subjects (legal, administrative, technical and general) and in different styles, within prescribed time limits;
- To coordinate translation projects and check the consistency of longer texts involving more than one translator, harmonising terminology and identifying recurring passages;
- To carry out the appropriate terminological and other research in the required field of expertise and using correct terms so that translations are accurate and faithful, to contribute to the terminological database, in order to facilitate the work of the Section and the rest of the Court;
- To revise the work of other translators (for the most part junior and external translators), applying the same criteria as for translation in terms of grammar, usage, readability, register, style and terminology, in particular when the revisers' workload prevents them from doing so.

**Essential Qualifications****Education:**

An advanced university degree in translation, languages, law or a related field. A first level university degree in combination with two additional years of qualifying experience is accepted in lieu of the advanced university degree.

**Experience:**

Minimum of five years of progressively responsible professional experience (seven years with a first-level university degree) as a translator, preferably in an international organisation.

**Knowledge, skills, and abilities:**

- Knowledge of translation techniques and research methods;
- Knowledge of cultures and politics in relevant countries;
- Knowledge of ICC basic texts, international criminal justice, current affairs and politics;
- Knowledge of language tools and IT applications;

- Knowledge of ICC terminology and specialist subjects relevant for translating and revising at the Court, namely legal, political, military, medical, forensic, human rights, administrative, financial and others;
- Knowledge of legal concepts, in general, and international legal instruments, in particular;
- Concentration and eye for detail;
- Analytical skills;
- Intellectual curiosity, motivation and initiative;
- Communication skills;
- Demonstrated ability to consult authors, report inaccuracies in texts, anticipate translation problems and search for terminology, vocabulary and meanings of terms/concepts;
- Team work and ability to work consistently under pressure;
- Organisational skills;
- Tact, discretion, diplomatic skills, multicultural awareness.

#### *Knowledge of languages:*

Mother tongue proficiency in English and a high level proficiency in French is required. Knowledge of another official language of the Court (Arabic, Chinese, Russian, Spanish) would be considered an asset.

Shortlisted candidates will be invited to take the ICC translation test.

#### **ICC Core Competencies**

##### *Dedication to the mission and values*

- Acts consistently in accordance with the mission and values of the Organisation;
- Maintains confidentiality, acts with integrity and shows respect for diversity;
- Shows commitment to the organisation;
- Presents a positive image of the organisation during external discussions.

##### *Professionalism*

- Applies professional and technical expertise;
- Keeps abreast of organisational issues;
- Produces workable solutions to a range of problems;

##### *Teamwork*

- Listens, consults and communicates proactively;
- Handles disagreements with tact and diplomacy;
- Recognises and rewards the contribution of others;

##### *Learning and developing*

- Identifies development strategies needed to achieve work and career goals and makes use of developmental or training opportunities;
- Learns from successes and failures;
- Seeks feedback and gives feedback to others to increase organisational effectiveness;
- Seeks opportunities for improvement of work;
- Has an open mind and contributes to innovation.

##### *Handling uncertain situations*

- Adapts to changing circumstances;
- Deals with ambiguity, making positive use of the opportunities it presents;
- Plans activities and projects well in advance and takes account of possible changing circumstances;
- Manages time effectively.

##### *Interaction*

- Expresses opinions, information and key points of an argument clearly;
- Handles contacts with diplomacy and tact;
- Communicates in a transparent and open way with internal and external contacts while complying with confidentiality requirements.

##### *Realising objectives*

- Accepts and tackles demanding goals with enthusiasm;
- Keeps to agreements with others;
- Focuses on client needs;
- Takes responsibility for actions, projects and people;
- Monitors and maintains quality and productivity.

#### **General Information**

- The selected candidate will be subject to a Personnel Security Clearance (PSC) process in accordance with ICC policy. The PSC process will include but will not be limited to, verification of the information provided in the personal history form and a criminal record check.
- Applicants may check the status of vacancies on ICC E-Recruitment web-site.

- Post to be filled preferably by a national of a State Party to the ICC Statute, or of a State which has signed and is engaged in the ratification process or which is engaged in the accession process, but nationals from non-state parties may also be considered.
- In accordance with the Rome Statute, the ICC aims to achieve fair representation of women and men for all positions, representation of the principal legal systems of the world for legal positions, and equitable geographical representation for positions in the professional category.
- Applications from female candidates are particularly encouraged.
- The Court reserves the right not to make any appointment to the vacancy, to make an appointment at a lower grade, or to make an appointment with a modified job description.
- The ICC is willing to apply the "Inter-Organisation Mobility Accord" on a reciprocal basis.

# Job Title: Associate Translator (English) (P-2)

Job Req ID 18370 - Posted 06/06/2018 - Professional - Language Services - The Hague - NL

18370 | Registry



**Deadline for Applications:** 05/07/2018  
**Organizational Unit:** Language Services Section, Registry  
**Duty Station:** The Hague - NL  
**Minimum Net Annual Salary :** €54,777.00  
**Contract Duration:** To be determined

A roster of suitable candidates will be established for this post as a result of this selection process for fixed-term appointments against both established posts and positions funded by general temporary assistance (GTA).

## Organisational Context

Provision of high quality language services for efficient conduct of Court business: The Language Services Section (LSS) provides language services to the organs of the Court, i.e. translation, revision and editing of Court documents; consecutive and simultaneous interpretation for meetings, trial hearings, press conferences, specialised seminars, diplomatic briefings and other events, held in-house or away from the seat of the Court; assistance and guidance in terminology and references, management of language tools to make sure that consistent terminology is used in all the organs of the Court; recruitment, training, and accreditation of interpreters needed for work with Registry officials in the field and/or at the seat of the Court; provision of relevant information to service users to make them familiar with all the types of language services provided and with the procedures and requirements of the professions in question.

## Duties and Responsibilities:

The Associate Translator (English) will work under the direct supervision of the Head, English Translation Unit/Senior Reviser (English) and under the general guidance of the Revisers of the English Translation Unit. The incumbent will perform the following duties:

- To produce accurate and faithful translations (in terms of grammar, usage, readability, register, style and terminology) into English on a variety of subjects (legal, administrative, technical and general) and in different styles, within prescribed time limits, subject to revision;
- To carry out the appropriate terminological and other research in the required field of expertise, to ensure the accuracy and faithfulness of translations;
- To contribute to the terminological database, in order to facilitate the work of the Section and the rest of the Court;
- To contribute to improvements in the work of the Unit and Section by participating in relevant projects.

## Essential Qualifications

### Education:

An advanced university degree in translation, languages, law or a related field. A first level university degree in combination with two additional years of qualifying experience is accepted in lieu of the advanced university degree.

### Experience:

Minimum of two years of progressively responsible professional experience (four years with a first-level university degree) as a translator, preferably in an international organisation.

### Knowledge, Skills and Abilities:

- Knowledge of the relevant languages at a high level of proficiency;
- Knowledge of translation techniques and research methods;
- Knowledge of cultures and politics in relevant countries;
- Knowledge of ICC basic texts, international criminal justice, current affairs and politics;
- Knowledge of language tools and IT applications;
- Knowledge of ICC terminology and specialist subjects relevant for translating and revising at the Court, namely legal, political, military, medical, forensic, human rights, administrative, financial and others;
- Knowledge of legal concepts, in general, and international legal instruments, in particular;
- Concentration and eye for detail;
- Analytical skills;
- Intellectual curiosity, motivation and initiative;



- Communication skills;
- Team work and ability to work consistently under pressure;
- Organisational skills;
- Tact, discretion, diplomatic skills, multicultural awareness.

#### *Knowledge of Languages:*

Mother tongue proficiency in English and a high level proficiency in French is required. Knowledge of another official language of the Court (Arabic, Chinese, Russian, Spanish) would be considered an asset.

Shortlisted candidates will be invited to take the ICC translation test.

### **ICC Core Competencies**

#### *Dedication to the mission and values*

- Acts consistently in accordance with the mission and values of the Organisation;
- Maintains confidentiality, acts with integrity and shows respect for diversity;
- Shows commitment to the organisation;
- Presents a positive image of the organisation during external discussions.

#### *Professionalism*

- Applies professional and technical expertise;
- Keeps abreast of organisational issues;
- Produces workable solutions to a range of problems;

#### *Teamwork*

- Listens, consults and communicates proactively;
- Handles disagreements with tact and diplomacy;
- Recognises and rewards the contribution of others;

#### *Learning and developing*

- Identifies development strategies needed to achieve work and career goals and makes use of developmental or training opportunities;
- Learns from successes and failures;
- Seeks feedback and gives feedback to others to increase organisational effectiveness;
- Seeks opportunities for improvement of work;
- Has an open mind and contributes to innovation.

#### *Handling uncertain situations*

- Adapts to changing circumstances;
- Deals with ambiguity, making positive use of the opportunities it presents;
- Plans activities and projects well in advance and takes account of possible changing circumstances;
- Manages time effectively.

#### *Interaction*

- Expresses opinions, information and key points of an argument clearly;
- Handles contacts with diplomacy and tact;
- Communicates in a transparent and open way with internal and external contacts while complying with confidentiality requirements.

#### *Realising objectives*

- Accepts and tackles demanding goals with enthusiasm;
- Keeps to agreements with others;
- Focuses on client needs;
- Takes responsibility for actions, projects and people;
- Monitors and maintains quality and productivity.

### **General Information**

- The selected candidate will be subject to a Personnel Security Clearance (PSC) process in accordance with ICC policy. The PSC process will include but will not be limited to, verification of the information provided in the personal history form and a criminal record check.
- Applicants may check the status of vacancies on ICC E-Recruitment web-site.
- Post to be filled preferably by a national of a State Party to the ICC Statute, or of a State which has signed and is engaged in the ratification process or which is engaged in the accession process, but nationals from non-state parties may also be considered.
- In accordance with the Rome Statute, the ICC aims to achieve fair representation of women and men for all positions, representation of the principal legal systems of the world for legal positions, and equitable geographical representation for positions in the professional category.
- Applications from female candidates are particularly encouraged.
- The Court reserves the right not to make any appointment to the vacancy, to make an appointment at a lower grade, or to make an appointment with a modified job description.
- The ICC is willing to apply the "Inter-Organisation Mobility Accord" on a reciprocal basis.

# Job Title: Associate Field Programme Officer (P-2)

Job Req ID 18373 - Posted 06/06/2018 - Professional - Field Support - Uganda - UG

18373 | STFV



<b>Deadline for Applications:</b>	04/07/2018
<b>Organizational Unit:</b>	Trust Fund for Victims
<b>Duty Station:</b>	Kampala, Uganda - UG
<b>Type of Appointment:</b>	Fixed-Term Appointment
<b>Post Number:</b>	T-2400
<b>Minimum Net Annual Salary :</b>	€48,368.00
<b>Contract Duration:</b>	General Temporary Assistance (GTA) until 31/12/2018.

A roster of suitable candidates may be established for this post as a result of this selection process for fixed-term appointments against both established posts and positions funded by general temporary assistance (GTA).

## Organisational Context

The Trust Fund for Victims (TFV) was created by the Rome Statute (Art 79) as an independent non-judicial institution next to the ICC. It is governed by a Board of Directors, elected every three years by the Assembly of States Parties. The Board is supported by a Secretariat, ensuring daily management of the TFV's activities. The TFV has been entrusted by the Assembly with two main mandates: (i) to implement Court-ordered reparations to victims in a convicted case; and (ii) to provide assistance to victims and their families in ICC situation countries with physical and psychological rehabilitation and material support. The mission of the TFV is to respond to the harm resulting from the crimes under the jurisdiction of the Court by ensuring the rights of victims and their families through the provision of reparations and assistance.

The strategic goals of the TFV aim to:

1. Ensure reparative justice for victims to overcome their harm and transform their lives
2. Facilitate assistance and reparations by ensuring financial growth and sustainability
3. Advocate for the rights of victims in the international public domain
4. Ensure good governance, accountability and transparency by creating an effective organisational structure

The functioning costs of the TFV Board and Secretariat are covered in the Court's regular budget under Major Programme VI. The mandate-related programmes of the TFV are funded by voluntary contributions or donations, with the possibility of receiving and managing resources resulting from fines and forfeitures, as ordered by the Court against a convicted person, for the purpose of reparations rewards. Whenever appropriate and feasible in the operation of its mandates, the TFV acts as a grant-making mechanism to locally based implementing partners. According to the TFV Regulations, the TFV receives administrative support from the Registry. In as far as not determined by the TFV Regulations, the TFV's financial-administrative practice complies with the Court's relevant regulatory provisions.

## Duties and Responsibilities

The Associate Field Programme Officer function at the TFV Secretariat is a field based position, reporting to the Programme Manager, with a responsibility to support the development and oversight of TFV programmes under the reparations and assistance mandates in the situation country.

Reporting to the Programme Manager, the incumbent performs the following tasks:

- **Management:** Daily operations and oversight in regard of projects within the TFV's programmes under both the reparations and assistance mandates are supported to be effective, efficient, and responsive to victims' rights and needs, as well as to situational developments.
- **Quality and performance management:** TFV implementing partners operate in accordance with their functions and service contracts, respectively, and in line with the TFV's Performance Measurement Plan (PMP), including reporting on appropriate monitoring and evaluation activities and on financial control. Underperformance of implementing partners would be detected in a timely manner.
- The selection of implementing partners for TFV programmes is supported by participating in the execution of a transparent procurement procedure.
- **Visibility:** Situational stakeholders understand, recognise and value the reparations and assistance programmes of the TFV within the framework of the Rome Statute as well as within the situational context.

**Qualifications****Education**

- Advanced university degree in business or public administration, human resources management, social sciences, law or other related field. A first level university degree in combination with two additional years of relevant experience is accepted in lieu of the advanced degree.

**Experience**

A minimum of two years (four years with a first level university degree) of progressively responsible field-based work experience in assisting programme design and in guiding project implementation, monitoring and evaluation or similar, in domains relevant to the mandates of the Trust Fund for Victims.

**Knowledge, Skills, and Abilities**

- Programme design;
- Project oversight, including monitoring & evaluation and reporting;
- Relationship management;
- Teamwork.

**Knowledge of Languages**

Proficiency in one of the working languages of the Court, French or English, is required. Knowledge of the other is desirable. Knowledge of another official language of the Court (Arabic, Chinese, Russian and Spanish) would be considered an asset. Proficiency in a local language relevant to the duty station would be considered an asset.

**ICC Core Competencies****Dedication to the mission and values**

- Acts consistently in accordance with the mission and values of the Organisation;
- Maintains confidentiality, acts with integrity and shows respect for diversity;
- Shows commitment to the organisation;
- Presents a positive image of the organisation during external discussions.

**Professionalism**

- Applies professional and technical expertise;
- Keeps abreast of organisational issues;
- Produces workable solutions to a range of problems;

**Teamwork**

- Listens, consults and communicates proactively;
- Handles disagreements with tact and diplomacy;
- Recognises and rewards the contribution of others;

**Learning and developing**

- Identifies development strategies needed to achieve work and career goals and makes use of developmental or training opportunities;
- Learns from successes and failures;
- Seeks feedback and gives feedback to others to increase organisational effectiveness;
- Seeks opportunities for improvement of work;
- Has an open mind and contributes to innovation.

**Handling uncertain situations**

- Adapts to changing circumstances;
- Deals with ambiguity, making positive use of the opportunities it presents;
- Plans activities and projects well in advance and takes account of possible changing circumstances;
- Manages time effectively.

**Interaction**

- Expresses opinions, information and key points of an argument clearly;
- Handles contacts with diplomacy and tact;
- Communicates in a transparent and open way with internal and external contacts while complying with confidentiality requirements.

**Realising objectives**

- Accepts and tackles demanding goals with enthusiasm;
- Keeps to agreements with others;
- Focuses on client needs;
- Takes responsibility for actions, projects and people;
- Monitors and maintains quality and productivity.

**General Information**

- The selected candidate will be subject to a Personnel Security Clearance (PSC) process in accordance with ICC policy. The PSC process will include but will not be limited to, verification of the information provided in the

- personal history form and a criminal record check.
- Applicants may check the status of vacancies on ICC E-Recruitment web-site.
- Post to be filled preferably by a national of a State Party to the ICC Statute, or of a State which has signed and is engaged in the ratification process or which is engaged in the accession process, but nationals from non-state parties may also be considered.
- In accordance with the Rome Statute, the ICC aims to achieve fair representation of women and men for all positions, representation of the principal legal systems of the world for legal positions, and equitable geographical representation for positions in the professional category.
- Applications from female candidates are particularly encouraged.
- The Court reserves the right not to make any appointment to the vacancy, to make an appointment at a lower grade, or to make an appointment with a modified job description.
- The ICC is willing to apply the "Inter-Organisation Mobility Accord" on a reciprocal basis.

# Job Title: Associate External Relations and Cooperation Officer (P-2)

Job Req ID 18378 - Posted 08/06/2018 - Professional - Other Functional Areas - The Hague - NL

18378 | Registry



<b>Deadline for Applications:</b>	08/07/2018
<b>Organizational Unit:</b>	External Operations Support Section, Division of External Operations, Registry
<b>Duty Station:</b>	The Hague, Netherlands
<b>Type of Appointment:</b>	Fixed-Term Appointment
<b>Post Number:</b>	To be determined
<b>Minimum Net Annual Salary :</b>	€54,524.00
<b>Contract Duration:</b>	General Temporary Assistance (GTA) until 31/12/2018

A roster of suitable candidates may be established for this post as a result of this selection process for fixed-term appointments against both established posts and positions funded by general temporary assistance (GTA).

## Organizational Context

Under the direct supervision of the Director of External Operations, the External Operations Support Section is responsible for:

- In relation to the field: the support of Field Offices, including through liaison with other Registry Sections, central coordination and strategic planning of all field operations, and the planning, control and facilitation of all Field Offices.
- In relation to external relations and state cooperation: the coordination and support of the Registry's external relations activities including with the Assembly of States Parties and its subsidiary bodies, individual states and intergovernmental organizations, the execution of requests for assistance and state cooperation/judicial cooperation; supports the negotiation of agreements and memoranda of understanding; conducts fundraising; protocol affairs including high level visits to the Court.
- In relation to analysis: provides, both at a strategic and an operational level, political, security and media analysis and advice in support of the above activities as well as the overall activities of the Division, including providing threat and risk assessments and political advice through embedded security staff.

The External Operations Support Section provides innovative development and leadership and ensures the full integration of its activities, both within the Section and the Division. It also supports the Director and the Registrar in their external relations activities. The Section works closely with the Public Information and Outreach Section to ensure that key messages are coordinated and taken into account in all external relations activities.

The External Relations and State Cooperation Unit coordinates and supports the Registry's external relations and cooperation activities. To this end, it advises on strategies, recommends policies and adopts procedures. In close coordination with the Country Analysis Unit and the Chief of Field Offices, it assists the Chief of Section in leading external relations and cooperation activities. The Unit is in charge of state cooperation matters, including (field) host state affairs and the execution of request for assistance and cooperation and judicial cooperation with States and international organizations. The Unit supports the negotiation of agreements and memoranda of understanding; conducts fundraising activities.

## Duties and Responsibilities

Within this framework, and under the direct supervision of the External Relations and Cooperation Officer, the incumbent will perform the following duties:

- Researches and provides information and advice on wide variety of external relations and cooperation issues including relating to the Court's situations countries, cases and external relation activities as well as a result of cooperation demarches, for example with States and international organizations.
- Takes into account political analysis from the Country Analysis Unit, drafts notes verbale, diplomatic correspondence, background papers, reports and requests for assistance to States and IO's.
- Implements and monitors the execution of requests for assistance, cooperation and judicial cooperation emanating from the Registry and/or arising from ICC proceedings, with States and international organizations
- Prepares the filings to the relevant Chambers on cooperation issues;
- Maintains and updates the external relations and judicial cooperation databases.

- Assists the External Relations and Cooperation Officer in liaising with the field offices to monitor the implementation of external relations strategies and judicial cooperation and assistance requests.
- Attends meetings and conferences, prepares supporting documentation, drafts minutes and subsequent reports.
- Assists the fund-raising efforts of the Court.

### **Essential Qualifications**

#### *Education:*

Advanced University degree in international relations, law, political science or other relevant field. A first-level university degree in combination with two additional years of experience is accepted in lieu of the advanced university degree.

#### *Experience:*

A minimum of two years (four years with a first-level university degree) of progressively responsible professional experience in the area of international relations and negotiations from a foreign service or an inter-governmental organization. Knowledge of international donor networks and operations is desired.

#### *Knowledge, Skills and Abilities:*

- Good knowledge and understanding of an international judicial or UN system.
- Demonstrated problem-solving skills and judgment to resolve a wide range of complex issues/problems.
- Ability to work under pressure.
- Excellent drafting skills, ability to write reports addressing complex issues in a clear and concise manner.
- Good communication skills and highly-effective interpersonal skills. Capacity to prioritize activities and assignments and to foresee risks.
- Ability to work effectively and constructively with colleagues in a multi-cultural environment and in particular with the Cooperation and External Relations Officers.
- Professional integrity.

#### *Knowledge of Languages:*

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

### **ICC Core Competencies**

#### *Dedication to the mission and values*

- Acts consistently in accordance with the mission and values of the Organisation;
- Maintains confidentiality, acts with integrity and shows respect for diversity;
- Shows commitment to the organisation;
- Presents a positive image of the organisation during external discussions.

#### *Professionalism*

- Applies professional and technical expertise;
- Keeps abreast of organisational issues;
- Produces workable solutions to a range of problems.

#### *Teamwork*

- Listens, consults and communicates proactively;
- Handles disagreements with tact and diplomacy;
- Recognises and rewards the contribution of others.

#### *Learning and developing*

- Identifies development strategies needed to achieve work and career goals and makes use of developmental or training opportunities;
- Learns from successes and failures;
- Seeks feedback and gives feedback to others to increase organisational effectiveness;
- Seeks opportunities for improvement of work;
- Has an open mind and contributes to innovation.

#### *Handling uncertain situations*

- Adapts to changing circumstances;

- Deals with ambiguity, making positive use of the opportunities it presents;
- Plans activities and projects well in advance and takes account of possible changing circumstances;
- Manages time effectively.

#### *Interaction*

- Expresses opinions, information and key points of an argument clearly;
- Handles contacts with diplomacy and tact;
- Communicates in a transparent and open way with internal and external contacts while complying with confidentiality requirements.

#### *Realising objectives*

- Accepts and tackles demanding goals with enthusiasm;
- Keeps to agreements with others;
- Focuses on client needs;
- Takes responsibility for actions, projects and people;
- Monitors and maintains quality and productivity.

#### **General Information**

- The selected candidate will be subject to a Personnel Security Clearance (PSC) process in accordance with ICC policy. The PSC process will include but will not be limited to, verification of the information provided in the personal history form and a criminal record check. All candidates should be in a position to submit an electronic copy of their passport and all diplomas listed on their profile when requested;
- Applicants may check the status of vacancies on ICC E-Recruitment web-site;
- Post to be filled preferably by a national of a State Party to the ICC Statute, or of a State which has signed and is engaged in the ratification process or which is engaged in the accession process, but nationals from non-state parties may also be considered;
- In accordance with the Rome Statute, the ICC aims to achieve fair representation of women and men for all positions;
- Applications from female candidates are particularly encouraged;
- Personnel recruited at the General Service level are not entitled to all of the benefits granted to internationally-recruited staff;
- The Court reserves the right not to make any appointment to the vacancy, to make an appointment at a lower grade, or to make an appointment with a modified job description.
- The ICC is willing to apply the "Inter-Organisation Mobility Accord" on a reciprocal basis.

# Job Title: Field Officer (VPR) (P-3)

Job Req ID 18380 - Posted 08/06/2018 - Professional - Field Support - Abidjan - CI

18380 | Registry



**Deadline for Applications:** 08/07/2018

**Organizational Unit:** Field Office, Division of External Operations, Registry

**Duty Station:** Abidjan, Ivory Coast

**Type of Appointment:** Fixed Term Appointment

**Post Number:** S-9089

**Minimum Net Annual Salary:** €72,192.00

**Contract Duration:** For initial appointments, the Court offers a two-year appointment with the possibility of extension (six month probationary period).

A roster of suitable candidates may be established for this post as a result of this selection process for fixed-term appointments against both established posts and positions funded by general temporary assistance (GTA).

## Organisational context

The Field Offices are the Registry's permanent representation in situation country and serve as the staging ground for operations of the Court as a whole. They are a source of information for Headquarters in terms of national media, social-political and security developments, many of which influence the way the Court conducts operations and communicates with its external partners. Field Offices must develop and maintain relationships with key partners on the ground, including State bodies and agencies, international governmental organisations, NGOs and civil society groups. The Chief of Field Office, who represents the Registrar in the situation country, is responsible for both the staff and operations on the ground, including the provision of services to the other Organs, the parties and participants in the field. Field Offices are staffed by multidisciplinary teams (mainly integrated staff), reporting to a single manager - the Chief of Field Office - while maintaining an active link to Sections in Headquarters performing the corresponding substantive functions. While the specific needs of each Field Office would vary depending on the situation country, the stage of the proceedings, the level of cooperation of the local authorities, the profile that the Court wishes to establish in the country, etc. In principle, the following functions should be represented in the multifunctional Field Office team: Outreach, Security, Victim participation and reparations support, Witness support, Judicial cooperation support (facilitating role), administration/operational support, including local ICT support), Administrative Assistants, Drivers, Security Guards and Cleaners. Some of the local administrative functions may be outsourced when appropriate.

## Duties & Responsibilities

Under the direct supervision of the Chief of Field Office the incumbent will perform the following tasks in relation to the areas below:

### A. Victim Participation and Reparation

- Formulates, proposes and implements field strategies, policies and activities relating to the Registry's role in relation to the participation of victims in proceedings and reparations, in accordance with the functions of the Registry and specific judicial orders.
- Represents the Registry in field meetings, workshops, seminars and conferences, and contributes to the preparation of standard forms and informational materials relating to victim participation and reparations.
- Plans and implements the selection, training and support of intermediaries in accordance with the Court Guidelines on Intermediaries.
- Liaises with legal representatives of victims on the ground, maintains relations with the legal community and implements procedures for the organisation of legal representation of victims when the Registry is requested to do so.
- In the absence of the Field Officer (Outreach), the incumbent will oversee activities related to Outreach functions and supervises the team assigned to such functions.

### B. Reporting and Documentation



- Establishes feedback mechanisms to produce analysis on results and progress, to capture lessons learnt and document good practices in victim participation and reparation, public information and Outreach.
- Applies established accountability instruments, including benchmarks and indicators, to evaluate progress and success in advancing communication objectives and enhanced response and monitoring of public perceptions and attitudes towards the Court. Ensures the maintenance of internal databases with relevant information for ICC reporting purposes.
- Prepares and reviews assessment papers and related submissions for the Head of Office and senior Registry
- Officials on mission, and liaises with the Chief of VPRS and Head of PIOS/Outreach Unit or delegated authorities at ICC Headquarters when necessary.
- Promotes efficient information sharing and cooperation among in-country team members.
- Keeps the Chief of the Field Office informed of progress made in the implementation of activities.

### C. Management

Guides, supervises and trains both internationally and locally recruited staff assigned to the field office for outreach and victim participation and reparations purposes, acts as reporting officer for Performance Appraisal Reports of staff under supervision, and carries out substantive review of others' work as needed. Takes responsibility for the budget allocated to the implementation of plans relating to victim participation and reparation, public information and outreach, and prepares budget estimates. Ensures the integrity and timeliness of substantive and financial activity reports. Prepares regular and specific impact, policy, financial, evaluation and statistical reports on activities.

### Essential Qualifications

#### Education:

Advanced university degree in social communication, journalism, political science, law or another relevant discipline is required. A first-level university degree in combination with two additional years of qualifying experience is accepted in lieu of the advanced university degree.

#### Work Experience:

A minimum of five years (seven years with a first-level degree) of relevant experience is required.

#### Knowledge, Skills and Abilities:

- Demonstrated experience in designing and preparing communication plans and tactics result-oriented with contents tailored to specific stakeholders including victims, affected communities, legal groups, civil society organisations, academics and journalists.
- Knowledge of how to design, organise and conduct trainings is required.
- Experience to manage sensitive information as the incumbent will be dealing with information relating to victims, intermediaries and third parties, whose identities are confidential in the proceedings.
- Field experience and/or knowledge and understanding of the countries or region in which the Court operates.
- Knowledge of ICC law and procedure and of the Courts' legal texts and the judicial proceedings related to the designated country is desirable.
- Excellent written and oral communication skills. Manages public speaking skill emotions and responds accordingly.
- Exhibits interest in having two-way communication: Listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify and tailors language, tone, style, and format to match audience.
- Demonstrates openness in sharing information and keeping people informed and implements problem-solving and conflict resolution approaches.
- Capacity to stimulate dialogue with local partners; sensitivity to political issues and adaptability to local environment would be considered an asset.
- Management experience including personnel development and budget and programme management.
- Ability to think of solutions to potential problems including contingency problems that typically involve resource planning and gaining the cooperation of others, e.g. when organising an event.
- Interacting with people from various nationalities and working in an international environment.
- Works collaboratively with colleagues to achieve goals; delegates the appropriate responsibility, accountability and decision-making authority; makes sure that roles, responsibilities and reporting lines are clear to each staff member; accurately judges the amount of time and resources needed to accomplish a task and matches task to skills; monitors progress against milestones and deadlines.

#### Knowledge of Languages:

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

### ICC Core Competencies

***Dedication to the mission and values***

- Acts consistently in accordance with the mission and values of the Organisation;
- Maintains confidentiality, acts with integrity and shows respect for diversity;
- Shows commitment to the organisation;
- Presents a positive image of the organisation during external discussions.

***Professionalism***

- Applies professional and technical expertise;
- Keeps abreast of organisational issues;
- Produces workable solutions to a range of problems.

***Teamwork***

- Listens, consults and communicates proactively;
- Handles disagreements with tact and diplomacy;
- Recognises and rewards the contribution of others.

***Learning and developing***

- Identifies development strategies needed to achieve work and career goals and makes use of developmental or training opportunities;
- Learns from successes and failures;
- Seeks feedback and gives feedback to others to increase organisational effectiveness;
- Seeks opportunities for improvement of work;
- Has an open mind and contributes to innovation.

***Handling uncertain situations***

- Adapts to changing circumstances;
- Deals with ambiguity, making positive use of the opportunities it presents;
- Plans activities and projects well in advance and takes account of possible changing circumstances;
- Manages time effectively.

***Interaction***

- Expresses opinions, information and key points of an argument clearly;
- Handles contacts with diplomacy and tact;
- Communicates in a transparent and open way with internal and external contacts while complying with confidentiality requirements.

***Realising objectives***

- Accepts and tackles demanding goals with enthusiasm;
- Keeps to agreements with others;
- Focuses on client needs;
- Takes responsibility for actions, projects and people;
- Monitors and maintains quality and productivity.

**General Information**

- The selected candidate will be subject to a Personnel Security Clearance (PSC) process in accordance with ICC policy. The PSC process will include but will not be limited to, verification of the information provided in the personal history form and a criminal record check.
- Applicants may check the status of vacancies on ICC E-Recruitment web-site.
- Post to be filled preferably by a national of a State Party to the ICC Statute, or of a State which has signed and is engaged in the ratification process or which is engaged in the accession process, but nationals from non-state parties may also be considered.
- In accordance with the Rome Statute, the ICC aims to achieve fair representation of women and men for all

positions, representation of the principal legal systems of the world for legal positions, and equitable geographical representation for positions in the professional category.

- Applications from female candidates are particularly encouraged.
- The Court reserves the right not to make any appointment to the vacancy, to make an appointment at a lower grade, or to make an appointment with a modified job description.
- The ICC is willing to apply the "Inter-Organisation Mobility Accord" on a reciprocal basis.

# Job Title: Associate Field Programme Officer (P-2)

Job Req ID 18398 - Posted 11/06/2018 - Professional - Field Support - Abidjan - CI

18398 | STPV



**Deadline for Applications:** 09/07/2018  
**Organizational Unit:** Trust Fund for Victims  
**Duty Station:** Abidjan - CI  
**Type of Appointment:** Fixed-Term Appointment  
**Post Number:** T-2395  
**Minimum Net Annual Salary :** €56,718.00  
**Contract Duration:** General Temporary Assistance (GTA) until 31/12/2018.

A roster of suitable candidates may be established for this post as a result of this selection process for fixed-term appointments against both established posts and positions funded by general temporary assistance (GTA).

## Organisational Context

The Trust Fund for Victims (TFV) was created by the Rome Statute (Art 79) as an independent non-judicial institution next to the ICC. It is governed by a Board of Directors, elected every three years by the Assembly of States Parties. The Board is supported by a Secretariat, ensuring daily management of the TFV's activities.

The TFV has been entrusted by the Assembly with two main mandates: (i) to implement Court-ordered reparations to victims in a convicted case; and (ii) to provide assistance to victims and their families in ICC situation countries with physical and psychological rehabilitation and material support.

The mission of the TFV is to respond to the harm resulting from the crimes under the jurisdiction of the Court by ensuring the rights of victims and their families through the provision of reparations and assistance.

The strategic goals of the TFV aim to:

1. Ensure reparative justice for victims to overcome their harm and transform their lives
2. Facilitate assistance and reparations by ensuring financial growth and sustainability
3. Advocate for the rights of victims in the international public domain
4. Ensure good governance, accountability and transparency by creating an effective organisational structure

The functioning costs of the TFV Board and Secretariat are covered in the Court's regular budget under Major Programme VI. The mandate-related programmes of the TFV are funded by voluntary contributions or donations, with the possibility of receiving and managing resources resulting from fines and forfeitures, as ordered by the Court against a convicted person, for the purpose of reparations rewards.

Whenever appropriate and feasible in the operation of its mandates, the TFV acts as a grant-making mechanism to locally based implementing partners. According to the TFV Regulations, the TFV receives administrative support from the Registry. In as far as not determined by the TFV Regulations, the TFV's financial-administrative practice complies with the Court's relevant regulatory provisions.

## Duties and Responsibilities

The Associate Field Programme Officer function at the TFV Secretariat is a field based position, reporting to the Programme Manager, with a responsibility to support the development and oversight of TFV programmes under the reparations and assistance mandates in the situation country.

Reporting to the Programme Manager, the incumbent performs the following tasks:

- **Management:** Daily operations and oversight in regard of projects within the TFV's programmes under both the reparations and assistance mandates are supported to be effective, efficient, and responsive to victims' rights and needs, as well as to situational developments.
- **Quality and performance management:** TFV implementing partners operate in accordance with their functions and service contracts, respectively, and in line with the TFV's Performance Measurement Plan (PMP), including reporting on appropriate monitoring and evaluation activities and on financial control. Underperformance of implementing partners would be detected in a timely manner.
- **The selection of implementing partners for TFV programmes is supported by participating in the execution of a transparent procurement procedure.**
- **Visibility:** Situational stakeholders understand, recognise and value the reparations and assistance programmes of the TFV within the framework of the Rome Statute as well as within the situational context.

**Qualifications****Education**

Advanced university degree in business or public administration, human resources management, social sciences, law or other related field. A first level university degree in combination with two additional years of relevant experience is accepted in lieu of the advanced degree.

**Experience**

A minimum of two years (four years with a first level university degree) of progressively responsible field-based work experience in assisting programme design and in guiding project implementation, monitoring and evaluation or similar, in domains relevant to the mandates of the Trust Fund for Victims.

**Knowledge, Skills, and Abilities**

- Programme design;
- Project oversight, including monitoring & evaluation and reporting;
- Relationship management;
- Teamwork.

**Knowledge of Languages**

Proficiency in one of the working languages of the Court, French or English, is required. Knowledge of the other is desirable. Knowledge of another official language of the Court (Arabic, Chinese, Russian and Spanish) would be considered an asset. Proficiency in a local language relevant to the duty station would be considered an asset.

**ICC Core Competencies****Dedication to the mission and values**

- Acts consistently in accordance with the mission and values of the Organisation;
- Maintains confidentiality, acts with integrity and shows respect for diversity;
- Shows commitment to the organisation;
- Presents a positive image of the organisation during external discussions.

**Professionalism**

- Applies professional and technical expertise;
- Keeps abreast of organisational issues;
- Produces workable solutions to a range of problems;

**Teamwork**

- Listens, consults and communicates proactively;
- Handles disagreements with tact and diplomacy;
- Recognises and rewards the contribution of others;

**Learning and developing**

- Identifies development strategies needed to achieve work and career goals and makes use of developmental or training opportunities;
- Learns from successes and failures;
- Seeks feedback and gives feedback to others to increase organisational effectiveness;
- Seeks opportunities for improvement of work;
- Has an open mind and contributes to innovation.

**Handling uncertain situations**

- Adapts to changing circumstances;
- Deals with ambiguity, making positive use of the opportunities it presents;
- Plans activities and projects well in advance and takes account of possible changing circumstances;
- Manages time effectively.

**Interaction**

- Expresses opinions, information and key points of an argument clearly;
- Handles contacts with diplomacy and tact;
- Communicates in a transparent and open way with internal and external contacts while complying with confidentiality requirements.

**Realising objectives**

- Accepts and tackles demanding goals with enthusiasm;
- Keeps to agreements with others;
- Focuses on client needs;
- Takes responsibility for actions, projects and people;
- Monitors and maintains quality and productivity.

**General Information**

- The selected candidate will be subject to a Personnel Security Clearance (PSC) process in accordance with ICC policy. The PSC process will include but will not be limited to, verification of the information provided in the

personal history form and a criminal record check.

- Applicants may check the status of vacancies on ICC E-Recruitment web-site.
- *Post to be filled preferably by a national of a State Party to the ICC Statute, or of a State which has signed and is engaged in the ratification process or which is engaged in the accession process, but nationals from non-state parties may also be considered.*
- In accordance with the Rome Statute, the ICC aims to achieve fair representation of women and men for all positions, representation of the principal legal systems of the world for legal positions, and equitable geographical representation for positions in the professional category.
- Applications from female candidates are particularly encouraged.
- The Court reserves the right not to make any appointment to the vacancy, to make an appointment at a lower grade, or to make an appointment with a modified job description.
- The ICC is willing to apply the "Inter-Organisation Mobility Accord" on a reciprocal basis.