



Cour Pénale Internationale

International Criminal Court

JUNIOR PROFESSIONAL OFFICER PROGRAM (JPO)

TERMS OF REFERENCE Chiffe Nr. 2022-2-40

I. General Information

Title: JPO, Associate Analyst

Organizational Unit: Investigation Division - Office of the Prosecutor

Organization: International Criminal Court / IStGH

Country and Duty Station: The Hague - NL

Duration of assignment: 2 years with possibility of extension for another year.

The extension of appointment is subject to yearly review concerning priorities, availability of funds, and satisfactory performance

Please note that for participants of the JPO-Programme two years work experience are mandatory! Relevant work experience can be counted. In order to assess the eligibility of the candidates, we review the relevant experience acquired after obtaining the first university degree (usually bachelor's degree).

II. Organisational Context

The Investigation Division (ID) operates under the Regulations of the Office of the Prosecutor (OTP) to investigate allegations of war crimes, crimes against humanity and genocide committed within the jurisdiction of the International Criminal Court (ICC).

Within the ID, the Investigative Analysis Section (IAS) comprises staff of different nationalities and analytical backgrounds (mainly criminal or human rights investigations, police and military), and it is able to operate in multiple languages, including Analysts (P-3 and P-4), Associate Analysts (P-2) and Analysis Assistants (G-4).

IAS is dedicated to support the OTP Integrated Teams (IT) with high-quality analysis, in order to secure successful investigations and prosecutions. Analysts are deployed to the different ITs to address their analytical needs, to support the corresponding Team Leader and Senior Trial Lawyer, and to cooperate with investigators, lawyers and other staff. The Head and the

Deputy Head of IAS support the section for recruitment, training, development, quality control, resource planning, equipment and performance appraisal.

The ICC OTP is committed to gender equality and the IAS is responsible, among other analytical duties, for the development of gender analysis in support of investigations.

III. Duties and Responsibilities

Under the supervision of the Head of the Investigative Analysis Section, the incumbent performs the following duties:

- Leads – Proactively identifies leads and advises the team about potential sources of evidence, including electronic media, social media and other open sources in internet, potential witnesses (victims, insiders, experts or other), telecommunications data (Call Data Records and others), and archives;
- Databases – Effectively utilises the databases available for all-source collation (Fact Analysis Database), evidence and investigations, including advanced searches and analytical output;
- Analytical products – Produces accurate and sourced analytical products in response to the requirements of the Integrated Teams, including reports of different kinds (on incidents, crime pattern, profiles, groups and networks etc.), relational charts, timelines and GIS (Geographic Information Systems), in compliance with IAS standards, and taking into account the social context of the crimes and background of the alleged perpetrators;
- Effectively disseminates analytical findings through such analytical products and presentations;
- Operational support – Responds to the immediate analytical needs of the operations conducted by the Integrated Teams, including support for missions, interviews, and tracking of fugitives when required;
- Evidence collection – Participate in evidence collection missions on an exceptional basis as required by the investigation, including to collect documentary evidence or to support the interview of key witnesses;
- Collects internet open sources with appropriate tools and evidentiary standards.

IV. Essential Qualifications

Education:

Master's Degree, preferably in Criminology, Social Sciences, Data Science Law or other related field.

Training in analysis techniques for criminal investigation, intelligence or social sciences, including on specialized software and databases

Experience:

At least two years of experience in analytical work, preferably with a focus on complex criminal investigations and including international experience. Professional experience in a multicultural environment at national or international level will be considered an asset.

Knowledge, Skills and Abilities:

- Strong reasoning skill, including ability to understand complex scenarios of crime, handle simultaneously conflicting information and hypotheses, identify source biases, and develop sound logical inferences. Advanced computer skill, including ability to operate efficiently databases, searching engines and data mining, analytical software, GIS, statistics and graphic applications;
- Ability to handle complex and voluminous sets of records and facts; Flexibility and adaptability to new situations and changing circumstances;
- Ability to work under stress conditions and to meet strict deadlines;
- Ability to work effectively and constructively in multidisciplinary and multi-cultural teams; Professional integrity and ability to keep strict standards of confidentiality and security;
- Willingness to be deployed on mission to different countries, including in conflict or post conflict environments.

Knowledge of Languages:

Proficiency in one of the working languages of the Court, English or French, 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.

V. 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.

**Bitte senden Sie Ihre JPO-Bewerbung direkt an das Büro
Führungskräfte zu Internationalen Organisationen (BFIO) unter
Angabe der Chiffre Nr. 2022-2-40 auf dem Bewerbungsbogen**

Alle Informationen finden Sie unter www.bfio.de