



Secondment as

Analyst International Criminal Court, Office of the Prosecutor in The Hague

within the framework of the co-operation between the Swiss Federal Department of Foreign Affairs and the ICC.

Switzerland is actively engaged in the fight against impunity for war crimes, crimes against humanity and genocide and is committed to an effective International Criminal Court (ICC).

The ICC is a permanent institution, which investigates and prosecutes the most serious crimes of concern to the international community: genocide, crimes against humanity, war crimes and crimes of aggression. It thereby contributes to preventing these crimes and ensuring that victims obtain justice.

The position of the Expert is located within a Unified Team of the Office of the Prosecutor of the ICC. The Unified Teams are comprised of investigators, analysts and lawyers and have the responsibility of investigating and prosecuting the crimes committed in the context of a situation under investigation. Within the Unified Teams, investigators are responsible for objectively and independently conduct evidence collection activities to further the investigation towards establishing the truth, while ensuring proper witness and information management.

The Office of the Prosecutor ("OTP") needs systematic analysis of relevant information and evidence as an essential part of its investigations on alleged ICC crimes. Professional analysis of multiple sources, incidents and patterns of crime is required to develop investigative hypotheses, to collect relevant evidence, and ultimately to identify those persons who appear to be most responsible. The ICC Judges have stressed in their decisions the critical importance of systematic and objective analysis of the facts to decide on the alleged crimes and responsibilities, under arts. 5 to 8 (genocide, crimes against humanity and war crimes) and art. 25 or 28 of the ICC Statute (Individual Criminal Responsibility, or Responsibility of Commanders and Other Superiors).

Analysts operate within the OTP Unified Teams, under the ICC normative framework, as well as the OTP internal regulations and analytical standards. The OTP investigates alleged crimes impartially in order to establish the truth, considering "incriminating and exonerating circumstances equally" (art. 54-1-a ICC Statute).

The OTP needs to rely for its investigations on cooperation from multiple state authorities, international organisations and civil society. Staff is expected to cooperate effectively with partners, with due respect to their mandates, professional and cultural context. The OTP Unified Teams are highly diverse and staff need to operate with due respect and appreciation for diversity, including professional, gender, culture, and linguistic considerations.

Tasks

- Analysis of crime incidents and patterns – To analyse the available information and evidence in relation to alleged crime incidents and patterns, including estimates and identification of victims and their profile, locations and patterns of geographical distribution, time and chronological distribution, and identification of perpetrators and their modus operandi.
- Analysis of organisations and networks – To analyse the available information and evidence in order to identify the relevant systems of command, control and communications utilised in the commission of the alleged crimes, including identification of key members, units and commanders, communications, logistics and finances.
- Dissemination – To convey the relevant analysis through analytical products sourced against specific items of information or evidence, including reports, relational charts, databases, and maps. Analytical products shall comply with the OTP analytical standards for report drafting, sourcing, critical thinking, source evaluation and accuracy.
- Evidence collection – To assist in the collection of relevant evidence, including identification and

exploitation of archives, communication records, interviews of insiders and experts, and open sources. Identification of relevant potential sources of any kind. Participation in field missions as required. Collection of internet open sources with appropriate security and forensic standards.

- Team work – To participate in the work of the Unified Teams, including: cooperation with fellow analysts, investigators, lawyers and other colleagues; advise to team leadership on investigative strategies and evidentiary opportunities; participation in relevant meetings and briefings.
- Testimony – When required, to testify in court and convey before the Judges of the ICC the relevant analysis, on the basis of specific items of evidence and analytical products. To address examination by the Prosecution and cross-examination by the Defense with high standards of integrity and accuracy.

Expected Professional Qualifications and Skills

- University degree in relevant areas (social sciences, law, etc.) and certified training in analysis techniques.
- Understanding of the substantive law (focus on International Humanitarian Law, and ICC Elements of the Crimes) and procedural law (ICC Statute and Rules of Procedure and Evidence).
- Investigative experience is required (disciplinary, criminal, financial, etc.), and desirable for the investigation of international crimes (war crimes, crimes against humanity, genocide);
- Analytical software – Including relational databases, tools to chart entities and relationships, OSINT, and GIS (Geographic Information Systems).
- Analytical techniques, including critical thinking, structured intelligence analysis techniques, processing of large amounts of complex information with appropriate software and databases, data collation and integration techniques, analytical report drafting, critical source evaluation (credibility, reliability, etc.), crime pattern analysis (crime statistics, typologies, timelines, geographical analysis, etc.) , network analysis, production of analytical charts, analysis of documentary records (content and meta-data), and analysis of communications (phone Call Data Records, e-mail traffic, seized devices, intercepts, etc.).
- Ability to communicate effectively, and to cooperate within highly diverse teams;
- Ability to comply with high-level confidentiality requirements;
- Ability to demonstrate a high degree of flexibility and adaptability;
- Ability to work effectively in a multi-cultural and multi-disciplinary environment;
- Ability to work in a non-discriminatory manner, with respect for diversity; flexibility and ability to work under stressful conditions;
- Ability to participate in field missions and comply with relevant operational and security standards;
- High professional and personal integrity standards.
- Proficiency in one language of the Court (English or French) is); working knowledge of the other is considered a strong asset and knowledge of another official language of the Court (Arabic, Ukrainian, Russian and Spanish) is considered an asset. Good passive knowledge of two Swiss official languages.

Other Requirements

- A valid driver's license and experience driving a vehicle with manual transmission is required;
- Physical and mental fitness to work in this context (Assignments are subject to successfully meeting the medical standards);
- Swiss nationality.

Duty station:	The Hague
Start of assignment:	Summer 2022
Duration of contract:	one-year with possibility of extension, max. 2 years
Deadline for applications:	08 Mai 2022
Interviews are scheduled to take place on:	16/17 Mai 2022
Family:	Accompaniment by partner and children is possible

Click here to learn more about the organisation: <https://www.icc-cpi.int/>

For further information, please contact:

- Ms. Marlene Schenck, Directorate of International Law (marlene.schenck@eda.admin.ch, +41 58 48504 46) for questions related to the Job Description or
- Ms. Janine Misteli, Recruitment Officer (janine.misteli@eda.admin.ch, + 41 58 462 63 39) for questions on requirements and on the selection process.

Assignment:

The assignments take place within the framework of the Swiss Expert Pool for Civilian Peacebuilding. Seconded experts receive a contract from the Federal Department of Foreign Affairs for the duration of their deployment [PVFMH](#) (D) / [OPers-PDHH](#) (F) / [OPers-PRA](#) (I).

Application:

Please apply by email to sts.afm.sef.rekrutierung@eda.admin.ch

The Swiss Expert Pool for Civilian Peacebuilding will examine the personal profiles and the job descriptions to ensure that proposed candidates meet the listed criteria. The candidates considered to be the most suitable will be short-listed and interviewed by the ICC before a final selection is made.

A complete application contains:

- an application letter in French or English;
- a CV in French or English;
- diplomas and work certificates;
- the completed Personal History Form PEP (see: <http://bitly.ws/dTMd>)¹

¹ Swiss Expert Pool for Civilian Peacebuilding

The deployment of civilian experts within the scope of Switzerland's policy on peace, human rights, and humanitarian issues is a long-standing tradition. Depending on specific needs, civilian experts are made available for temporary civilian peace projects as election monitors, police advisers or specialists in fields such as constitutional law and practice, mediation, the rule of law, human rights and humanitarian law (www.eda.admin.ch/expertenpool).