

Position: Senior Analyst	Employment Regime: Seconded/Contracted	Post Category: Management Level ML-1
Ref. number: 531	Location: The Hague, the Netherlands	Availability: 01 April 2019
Component/Department/Unit: Specialist Prosecutor's Office/ Prosecutions Unit/Prosecution Operations Support Unit/ Analysis Team	Security Clearance Level: EU SECRET or equivalent	Open to Contributing Third States: Yes

Reporting Line:

The Senior Analyst reports to the Senior Prosecutor through the Head of Investigations (Prosecution).

Main Tasks and Responsibilities:

- To supervise the work of the Analysis Team under the overall direction and supervision of the Senior Prosecutor, and under the day- to-day supervision of the Head of Investigations (Prosecution);
- To supervise and coordinate the provision of analytical assistance including:
 - collate and synthesise multi-sourced data, information and evidence;
 - research, collation, analysis and delivery of assessments leading to investigative opportunities;
 - identifying evidential gaps, strengths and weaknesses in factual assertions;
 - link analysis and the production of individual profiles;
 - preparation of analytical products, demonstrative evidence and/or visual aids for the presentation of evidence for trial purposes;
 - assist in the collection of evidence, ensuring that the necessary evidentiary chains are established and maintained;
 - participate in the acquisition and analysis of general intelligence and evidence including preparation for witness and suspect interviews;
 - participate in field activities, when required;
 - other analytical products and support related to a criminal investigation and prosecution.
- To supervise, direct and carry out quality control in the preparation of analytical products, demonstrative evidence and/or visual aids for the presentation of evidence for trial purposes;
- To assist in the collection of evidence, ensuring that the necessary evidentiary chains are established and maintained;
- To provide analytical support to Prosecutors, Investigators and Legal Officers of the SPO;
- To undertake any other relevant tasks as requested by the Line Managers.

Essential Qualifications and Experience:

- Successful completion of University studies of at least three (3) years attested by a diploma OR a qualification in the National Qualifications Framework which is equivalent to level 6 in the European Qualifications Framework OR a qualification of the first cycle under the framework of qualifications of the European Higher Education Area e.g. Bachelor's degree OR equivalent and attested police or/and military education or training or an award of an equivalent rank.

AND

- A minimum of ten (10) years of relevant professional experience, after having fulfilled the education requirements, out of which a minimum three (3) years of management experience.

Specification of Education and Experience

- The above mentioned University degree must be in at least one of the following fields of expertise: Law, Police Science, Intelligence, Criminology, History, Social Sciences or other related university studies;

- A minimum of ten (10) years of progressively responsible professional experience in the Police/Military, international organisation or CSDP mission, in particular with regard to international criminal investigations;
- A minimum of three (3) years of supervisory experience over other analysts, including in the analysis of factual findings in judgments and evidential gap analysis and in coaching, mentoring and otherwise developing written analytical products and drafting skills;
- Extensive and progressive professional experience in intelligence issues and/or complex data, and in the preparation of all types of evidence for submission at trial;
- Demonstrated ability to edit and critically assess expert and analytical reports;
- Demonstrated sound judgement;
- Excellent working knowledge of analysis and document management software and tools;
- Comprehensive knowledge of research and analytical techniques;
- Excellent interpersonal and communication skills in English, both written and oral;
- Ability to acquire useful information from a variety of sources and excellent writing skills for drafting accurate reports;
- Ability to work productively in a fast-paced, team-oriented environment and produce accurate work under pressure and in difficult circumstances;
- Ability to establish and maintain effective and constructive working relationships with people of different national and/or cultural backgrounds with respect for diversity.

Desirable

- Substantial experience in the investigation and prosecution/defence of war crimes or organised crime in national jurisdictions, or an international tribunal or hybrid international court;
- Good understanding of the political, cultural and security situation of the Balkans, in particular Kosovo;
- Substantial knowledge of the functioning of the EU and in particular CSDP Missions;
- International experience, particularly in crisis areas with multi-national and international organizations;
- Working knowledge of written and spoken Albanian and/or Serbian.