

Position: Senior Investigator	Employment Regime: Seconded/Contracted	Post Category: Management Level ML-1
Ref. number: 562	Location: The Hague, the Netherlands	Availability: ASAP
Component/Department/Unit: Specialist Prosecutor's Office/Division of Prosecution and Investigation/ Investigations and Analysis Unit	Security Clearance Level: EU SECRET or equivalent	Open to Contributing Third States: Yes

Reporting Line:

The Senior Investigator reports to the Head of Investigations (Prosecutions).

Main Tasks and Responsibilities:

- To plan, coordinate and carry out investigative strategies and actions provided for under applicable laws and Rules of procedure and evidence, including the methodology, timing and sequencing of their execution, with the aim of contributing to the achievement of the prosecutorial objectives of the Specialist Prosecutor's Office (SPO);
- To examine, interpret and evaluate material gathered by the SPO, and to provide expert advice in this regard;
- To prepare, plan, develop and coordinate activities relevant to the SPO investigations, including but not limited to interviewing of victims, witnesses and insiders, gathering of evidence, attending crime scenes and exhumation sites as directed and supervised by the Head of Investigations (Prosecutions) and the SPO Prosecutors;
- To locate, engage with and handle persons of interest, in particular witnesses and insiders, in a manner that preserves the security and integrity of the SPO investigations;
- To coordinate and advise on the implementation of risk management strategies and methodologies across the full range of the SPO investigations and missions;
- To present findings and advice/feedback to the SPO Management in the form of clear, concise and well-supported briefs and reports;
- To coordinate information collection, collation and analysis tasks undertaken by the SPO Investigators and Analysts, where appropriate, and to review and summarise their findings for the SPO Prosecutors;
- To develop, train and mentor other team members in respect to investigative activities and techniques;
- To ensure a proper handling of all investigation files and quality control over all deliverables of Investigators;
- To act as police and to perform the tasks and responsibilities of Investigator as and when required;
- To undertake any other related 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.

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, Social Sciences or other related university studies;
- At least ten (10) years of professional experience in conducting, coordinating large-scale and complex investigations with a transnational character related to war crimes, organised crime, trafficking or serious human rights abuses;
- At least three (3) years of management experience in terms of a lead role in investigations, coordination and/or supervising of others;
- Substantial experience in drafting investigative reports, evidential summaries and other related documents, with excellent research, analytical and legal drafting skills;
- Substantial experience working with informants, covert human intelligence sources and/or insiders, and in generating leads and evidence from such individuals, in particular in cases with extensive cross border and/or international dimensions;
- Significant background in risk management and risk mitigation in investigation operations, in particular on missions involving contacts with informants or sources in international settings;
- Experience working in diverse legal systems;
- Willingness/preparedness to undertake extensive duty traveling on short notice;
- Authorised to carry and be issued a personal weapon if seconded, or be prepared to be trained in their use, if contracted;
- Tact, accuracy and discretion in handling sensitive information and confidential information;
- Demonstrated sound judgement;
- Excellent interpersonal and communication skills in English;
- Ability to build trust and 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;
- Demonstrated gender awareness and sensitivity; ability to promote an inclusive working environment and integrate a gender perspective into tasks and responsibilities.

Desirable

- Experience in carrying out complex investigations related to the Western Balkans region;
- Substantial knowledge of the functioning of international criminal courts and other investigative instances, as well as the EU and CSDP Missions.
- Knowledge of Albanian and/or Serbian Language.