

Position: Associate Analyst	Employment Regime: Seconded/Contracted	Post Category: Management Level ML-3
Ref. number: 564	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 Associate Analyst reports to the Senior Analyst.

Main Tasks and Responsibilities:

- To provide analytical support to Prosecutors, Investigators and Legal Officers of the Specialist Prosecutor's Office (SPO), including:
 - collate and synthesize 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,
 - the 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 support in the collation of evidence for disclosure, carrying out evidence review and assisting in the compilation of bundles for disclosure and/or trial presentation;
- To participate in and assist in indictment review;
- 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 four (4) 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, History, Social Sciences or other related university studies;
- A minimum of four (4) years of progressively responsible professional experience in the Police/Military/criminal justice system, or a related field, in particular with regard to international criminal investigation and prosecution;
- Extensive and progressive professional experience in evidence analysis and/or complex data, and in the preparation of all types of evidence for submission at trial;

- Comprehensive knowledge of research and analytical techniques;
- Demonstrated ability to edit and critically assess expert and analytical reports;
- Excellent working knowledge of analysis and document management software and tools;
- 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;
- Demonstrated gender awareness and sensitivity, ability to promote an inclusive working environment and integrate a gender perspective into tasks and responsibilities.

Desirable

- Familiarity with the use of analytical software, platforms and tools such as Analyst's Notebook or equivalent;
- Experience in the investigation and prosecution/defence of war crimes or organised crime in a national jurisdiction, hybrid national or international court or tribunal;
- International experience, particularly in crisis areas with multi-national and international organisations;
- Good understanding of the political, cultural, historical and security situation of the Balkans, in particular Kosovo;
- Knowledge of the functioning of the EU and in particular CSDP Missions;
- Working knowledge of written and spoken Albanian and/or Serbian.