



# United Nations

*Job Opening for Position requiring official secondment  
from national governments of Member States of the United Nations Organization  
Appointments are limited to service on posts financed by  
the support account of peace operations and subject to the approval of United Nations General  
Assembly and renewal of the mandate of UNITAD*

**Post Title and Level:** Investigative Analyst (Non-uniformed, non-contracted), IPO, 1 Post  
**Organizational Unit;** United Nations Investigative Team to Promote Accountability for Crimes Committed by Da'esh/ISIL (UNITAD)  
**Status:** Expert on Mission  
**Duty Station:** Baghdad  
**Report to:** Chief of Investigations Unit  
**Duration:** 12 months (Extendable)  
**Deadline for Application:** 15 June 2021

**United Nations Core Values: Integrity, Professionalism and Respect for Diversity**

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## **BACKGROUND:**

UNITAD was established by the Secretary-General pursuant to Security Council Resolution 2379 (2017), according to which it is mandated to support domestic efforts to hold ISIL (Da'esh) accountable by collecting, preserving and storing evidence in Iraq of acts that may amount to war crimes, crimes against humanity and genocide committed by the terrorist group ISIL (Da'esh) in Iraq.

In accordance with the Terms of Reference regarding its activities in Iraq, UNITAD is an Independent, Impartial Investigative Team mandated to conduct its work in cooperation with Iraqi authorities and in a manner consistent with the highest possible standards to ensure the broadest possible use before national courts. UNITAD operates with full respect for the sovereignty of Iraq and its jurisdiction over crimes committed in its territory.

This position is located within the Office of Field Investigations of the United Nations Investigative Team to promote accountability for crimes committed by Da'esh / ISIL (UNITAD) and will be based in Baghdad, Iraq. The Investigative Analyst reports to an assigned Field Investigative Unit, under the overall supervision of the Director of Field Investigations.

## **RESPONSIBILITIES:**

Under the authority of the direct supervisor within the organizational structure of UNITAD and within the limits of delegated authority, the Investigative Analyst will be responsible for, but not limited to the following duties:

- Identifies investigative leads and advises the team about potential sources of evidence, including strategic considerations, electronic media, social media and other open sources in the internet potential witnesses (victims, insiders, experts or other), telecommunications data (Call Data Records and others, archives and fugitive tracking);
- Produces accurate and sourced analytical products in response to the requirements of the Field Investigative Unit, 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 best international standards, and taking into account the social context of the crimes and background of the alleged perpetrators;

- Produces overall reports on the factual strength of a case under investigation;
- Effectively disseminates analytical findings through such analytical products and presentations;
- Responds to the immediate analytical needs of the operations conducted by the Field Investigative Units, including support for investigative planning, missions, interviews and tracking of suspects when required;
- Supports the Field Investigative Unit in planning of collection and analysis work, and strategic decision-making, including selection of suspects and incidents, when required;
- Participates in evidence collection operations on an exceptional basis as required by the investigation, including to collect documentary evidence or to support the interview of key witnesses.
- Effectively utilises the databases available for analysis, evidence and investigations, including advanced searches and analytical output;
- Designs appropriate data models and processes for analytical databases, and manages database projects (including planning, quality control and supervision of input), including all-source collation databases, telecommunications databases (Call Data Records and others) and internet open source databases
- Other tasks, as directed by the assigned Team Leader/ Director-OFI
- Perform any other duties as assigned by the Chief of Unit or his/her designee in fulfilment of the mission mandate.

#### **COMPETENCIES:**

- **Professionalism** - Shows pride in work and in achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observes deadlines and achieves results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.
- **Teamwork** - Works collaboratively with colleagues to achieve organizational goals. Solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others. Places team agenda before personal agenda. Supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position. Shares credit for team's accomplishments and accepts joint responsibility for team shortcomings
- **Communication** - Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed.
- **Planning and Organizing** - Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.

#### **Qualifications:**

**Education:** Advanced university degree (Master's degree or equivalent) in criminology, criminal justice, law,

history, political/social science or a related field is required. Certification or training in investigation is desirable. A first-level university degree in combination with two additional years of qualifying experience may be accepted in lieu of the advanced university degree. Formal qualifications and/or certifications in Investigations (pursuant to a course of study, training and examinations of a state/national law enforcement institution, a national military academy or a federal/national intelligence service training institution, supplemented with professional development courses and/or certifications involving study, training and examinations in investigatory work) in combination with four additional years of qualifying work experience may be accepted in lieu of the first-level university degree.

**Work Experience:** A minimum of five (5) years with advanced university degree (seven (7) years with a first-level university degree) of progressively responsible experience in criminal investigations in complex cases involving violent crimes. Experience in criminal investigations of breaches of international criminal law, such as genocide, crimes against humanity, war crimes, rape and sexual and gender-based violence or related legal area is desirable. Experience with criminal investigations in the Middle East and North Africa region is desirable. Experience in working in investigations or intelligence analysis in relation to violent extremist organizations is an asset.

**Languages:** English and French are the working languages of the United Nations Secretariat. For the position advertised, fluency in English is required. Fluency in Arabic is desirable.

**Other Skills:** Driving license and ability to drive a 4x4 vehicle are required. All officers are required to pass a United Nations driving test at the beginning of their deployment and may be repatriated if they fail to do so.

**Assessment for Mission Service:** All candidates should be cleared through an Assessment for Mission Service (AMS) either by a Selection Assistance and Assessment Team (SAAT) deployed to a Member State or on the basis of an in-mission AMS upon arrival of the candidates. Failure to pass the in-mission assessment will result in candidate's repatriation. All repatriation related expenses in this case are to be borne by the Member State.

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**Preference will be given to equally qualified women candidates.**

**Date of Issuance: 05 May 2021**

**<http://www.un.org/en/peacekeeping/sites/police>**

The "Guidelines for United Nations Police Officers on assignment with Peacekeeping Operations" dated 29 June 2007 (DPKO/PD/2006/00135), are applicable to the recruited seconded personnel. All personnel recruited under this ToR are expected to serve in a civilian (non-uniformed) capacity, including the candidates provided by a National Uniformed service

In accordance with the Policy on Human Rights Screening of UN Personnel, all individuals who seek to serve with the United Nations are requested to make "self-attestation" that she/he has not committed any serious criminal offences and has not been involved in violations of international human rights or international humanitarian law. The exact wording of the self-attestation is outlined in para. 5.2 of the above-mentioned Policy. The final decision on the selection of an individual to serve with the United Nations will also be subject to human rights screening.