



Terms of Reference - Forensic Thematic Expert

Organisational Context

The Integrated Services Division (ISD) within the Office of the Prosecutor (OTP) centralises the specialised support functions that provide cross-cutting support to the Office. The Division is headed by a Director who is responsible for managing the reliable and cost-effective delivery of integrated services and ensuring that the OTP is adequately supported through all relevant service functions, technologies and equipment, and that appropriate services are available to allow the implementation of the Office's mandate. The services include planning and operations, witness protection and management, information knowledge and evidence management, forensic science, language and administrative support. The Division works to develop new approaches and strategies that promote the use of modern tools and advanced technology as mechanisms to strengthen the effectiveness of the Office.

The Forensic Science Section is part of the Integrated Services Division and serves as the Office of the Prosecutor's centre of expertise for forensic science. It supports preliminary examinations, investigations, and judicial proceedings by developing scientific lines of inquiry and evidence, providing specialized forensic advice and operational support, conducting forensic analyses, and strengthening institutional forensic capabilities. The Section is responsible for the following functions:

- The Forensic Unit provides expertise for all matters related to crime scene examinations, exhumations, autopsies, clinical examination of witnesses, as well examination of physical evidence collected during investigation or trial.
- The Forensic Video and Image Analysis Unit provides expertise for all matters related to photo and video analysis and enhancement and 3D mapping and reconstruction.

The Forensic Science Section seeks to expand and deepen its specialised expertise across a range of forensic thematic areas in order to strengthen institutional knowledge, enhance operational effectiveness, and to support the implementation of Office of the Prosecutor policies and strategies. Areas of thematic expertise include, but are not limited to:

- Crimes against and affecting children;
- Gender-based crimes;
- Gender persecution;
- Slavery Crime;
- Torture and other forms of ill-treatment;
- Environmental damage;
- Cultural heritage crimes.
- Integration of scientific evidence
- Network analysis.
- Forensic tool development.

Scope of Services

Forensic Thematic Experts will provide specialised advice, technical expertise, and operational support in specific forensic subject areas relevant to the Court's mandate. Assignments may include the development of forensic strategies, the provision of expertise, deployment on field missions, and the development of in-house capacity in specialised areas.

Duties and Responsibilities are as follows:

- Providing expert advice on thematic area of expertise for forensic activities, strategies, and evidentiary approaches;
- Assisting in the development of plans, frameworks, and strategies related to thematic area;
- Providing advice relevant to area of expertise;
- Supporting field missions, including deployments to provide direct assistance to OTP investigations or technical assistance to national authorities;
- Contributing to the review and assessment of expert reports, witness statements, documentary evidence, multi-media material, and other evidentiary sources;
- Assisting in the development of methodologies, guidance documents, training materials, and best practices relating to thematic area of expertise;
- Contributing to research, policy development, and lessons learned exercises aimed at strengthening investigative and prosecutorial practices;
- Drafting reports and other documents;
- Appearing before the Court as an expert witness;
- Performing other duties as required.

Qualifications

Education:

- A first-level university degree is preferred. A professional qualification in the field of speciality and/or relevant training in field of specialty, combined with relevant experience will be considered in lieu of a university degree.

Experience

- A minimum of five years of progressively responsible professional experience in a field relevant to the thematic area of expertise is essential.
- Demonstrated experience conducting research, analysis, investigations, casework, or advisory functions relating to one or more of the identified thematic areas is essential.
- Experience working in an international criminal justice context is highly desirable.
- Experience drafting analytical reports, expert opinions, policy papers, guidance documents, or similar professional outputs is highly desirable.
- Prior experience supporting judicial proceedings or providing expert testimony is highly desirable.
- Recognition as a subject matter expert within a national, regional, or international context would be considered is highly desirable.

Skills and Abilities

- Demonstrated subject matter expertise in one or more of the identified thematic areas.
- Strong analytical and critical thinking skills.
- Excellent written and oral communication skills.

- Ability to communicate effectively with diverse stakeholders, including investigators, analysts, lawyers, and other forensic experts.
- Ability to work independently and within multidisciplinary and multicultural teams.
- Ability to work under pressure and in challenging operational environments.
- Sound judgement, discretion, and professional integrity.
- Ability to work in a non-discriminatory manner with respect for diversity and inclusion.
- Strong information management and IT skills.
- Ability to work in a high-security environment and comply with information security requirements.

Knowledge of Languages

- Fluency in English or French is essential. Knowledge of another official language of the Court (Arabic, Chinese, Russian, Spanish) would be considered an asset.

Nature of Work

Due the nature of the ICC's mandate and operations, forensic specialists must understand that work may be of an upsetting or disturbing nature.