



**JUSTICE  
RAPID  
RESPONSE**



Institute for International  
Criminal Investigations

Dear Colleagues,

Justice Rapid Response (JRR), UN Women and the Institute for International Criminal Investigations (IICI) are pleased to inform you of our Call for Nominations for the upcoming JRR-UN Women SGBV Justice Experts Roster recruitment course *Investigating Cases of Sexual and Gender-based Violence (SGBV) as International Crimes* which will be held from 16 to 26 July 2018 in Sarajevo, Bosnia and Herzegovina.

JRR Roster recruitment courses are an integral part of the recruitment process for the JRR Roster. The goal of this course is to increase the pool of experts who can be deployed rapidly to contribute to transitional justice processes and investigations of SGBV as international crimes, as well as in projects to enhance the capacity of humanitarian workers to address SGBV cases and manage referrals to accountability mechanisms. It is made possible thanks to a generous contribution from the Government of Canada.

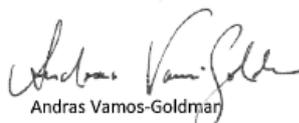
This 10-day SGBV recruitment course is specifically tailored for criminal justice and related professionals with experience in dealing with SGBV. The course aims to prepare these professionals for investigations of SGBV crimes involving multi-disciplinary, diverse monitoring and investigative teams that can be deployed rapidly and with short reporting deadlines.

Candidates who successfully complete the recruitment course become eligible for certification onto the JRR-UN Women SGBV Justice Experts Roster, within the broader JRR Roster, in order to be available to assist States, the United Nations and other international institutions with the jurisdiction to carry out investigations into such crimes, as well as humanitarian responders working with survivors of SGBV. **Please note that attendance in all sessions of the recruitment course is a requirement to be considered for certification to the JRR-UN Women SGBV Justice Experts Roster.**

The deadline for nominations is 19 April 2018.

**We will focus our selection on professionals with the relevant expertise specified in the table in section II of this document (page 4),** which includes experts who have knowledge and/or experience in dealing with SGBV crimes, and who are willing and could be made available for international deployments at short notice. Please find below relevant information on JRR, the recruitment course, and the selection process.

Sincerely,

  
Andras Vamos-Goldman  
Executive Director  
Justice Rapid Response

  
Sarah Douglas  
Deputy Chief  
Peace and Security Section  
UN Women

## I - Securing Accountability for Sexual and Gender-Based Crimes under International Law

**Background on the JRR-UN Women Partnership** – As part of its mandate to strengthen women’s access to justice, UN Women has partnered with JRR to recruit, prepare and equip experts for international investigations—thus creating a dedicated pool of expertise—and to deploy these experts to further ensure justice and accountability for these crimes under international law. Using JRR’s rapid deployment mechanism and UN Women’s global mandate and reach, the partnership has created a mechanism which ensures that an increasing number of geographically diverse and vetted SGBV justice experts are available to the international community in a timely manner.

*About UN Women* - UN Women’s mandate is to lead, coordinate and promote accountability of the UN system to deliver on gender equality and the empowerment of women with the primary objective to enhance country-level coherence, ensure coordinated interventions and secure positive impacts in the lives of women and girls. UN Women is also mandated to strengthen coherence between global and regional intergovernmental processes and operational activities in the field.

*About JRR* - Created in 2009 by a group of States from both Global North and South, JRR is a multi-stakeholder mechanism that manages the rapid deployment of more than 600 criminal justice and related professionals from a stand-by roster. These professionals are ready for deployment by the international community to investigate, analyze, and report on situations where serious human rights and international criminal violations have been reported.

**About the JRR-UN Women SGBV Justice Experts Roster** - The JRR-UN Women SGBV Justice Experts Roster of 220 experts is established and maintained within the broader JRR Roster. Participants who successfully complete the SGBV investigations recruitment course and are certified to the roster come with a broad range of technical capacity. This includes expertise in investigations, prosecution, and documentation of human rights violations, witness protection, military justice, interpretation, psychosocial support and forensics. Eighty per cent of these experts are women; and over 50% are from the Global South. The roster consists of 73 nationalities, from: Asia, North and South America, Africa, Europe and Oceania. These experts are available for rapid deployment to assist States (national courts and other accountability mechanisms), and other institutions with jurisdiction, as well as humanitarian responders working with survivors of conflict-related violence. They provide surge capacity support to various mechanisms such as: the Office of the High Commissioner for Human Rights; UN Commissions of Inquiry and Fact-Finding Missions; the International Criminal Court (ICC); international and hybrid courts; and truth commissions and reparations programs.

**Purpose of the course** - The purpose of this recruitment course is to prepare, equip, vet, and certify experts to the JRR-UN Women SGBV Justice Experts Roster. JRR and UN Women have teamed up with a specialized training institute, the Institute for International Criminal Investigations (IICI), and helped to refine a curriculum for the investigation of SGBV crimes in conflict situations. This initiative is unique in that it seeks out the best qualified nominations of experts from every part of the world and then specifically prepares and equips these SGBV professionals for investigating and properly documenting SGBV as international crimes. Experts that successfully complete the recruitment course are eligible to

apply for certification to the special, rapidly deployable JRR-UN Women SGBV Justice Experts Roster, a component of the broader JRR roster. Since 2012, the collaboration between JRR and UN Women, in partnership with the IICI, has held nine SGBV investigations courses in The Hague, Netherlands (September 2012, December 2014); Pretoria, South Africa (January 2013); Doha, Qatar (September 2013); Bogotá, Colombia (January 2014); Amman, Jordan (August 2015); Dakar, Senegal (November 2015); Bangkok, Thailand (2016); and Seoul, Republic of Korea (2017).

**Achievements** - As a result of the JRR-UN Women partnership, since 2009 every UN Commission of Inquiry (COI) has had a gender adviser/ SGBV investigator on its team of experts. As knowledge and visibility of this specific facility and partnership has increased, requests for deployments have similarly grown, leading JRR and UN Women to contribute to the deployment of experts on the roster to a range of additional other different mechanisms. To date, 60 experts from the JRR-UN Women SGBV Justice Experts Roster have been deployed on over 50 missions in partnership with UN Women.

UN Women and JRR have deployed SGBV experts to UN Commissions of Inquiry in Guinea-Conakry, Côte d'Ivoire, Libya, Syria, Democratic People's Republic of Korea, Central African Republic (CAR), Eritrea, Burundi, and the 2014 Gaza conflict. Other deployments include the ICC, UN Fact-Finding Missions to Myanmar, CAR, Iraq, Libya, Boko Haram and South Sudan, the African Union Commission of Inquiry for South Sudan, internal investigations and national accountability processes. Recognizing that humanitarian workers can often reach victims of violations before investigators, UN Women and JRR are mentoring humanitarian responders who are working with survivors of conflict-related violence. The mentoring includes support to better understand how their work can further justice efforts. Experts have been deployed to mentor civil society organizations providing medical and psychosocial services to SGBV survivors. Through these missions, the JRR-UN Women experts have achieved results including: increasing victim's access to accountability processes for SGBV crimes; providing documentation of SGBV crimes for use by UN Commissions of Inquiry and Fact-Finding Missions and increasing the capacity of fellow investigators to conduct SGBV-sensitive investigations and documentation.

The JRR-UN Women SGBV Justice Experts Roster has been recognized as a critical tool to address SGBV in conflict around the world. For example, the latest UN Secretary-General's Report on Women, Peace and Security (S/2017/861) mentions the SGBV roster and the deployment of 19 experts to investigations and accountability processes in 2016 as a notable contribution towards ending impunity for SGBV as international crimes. On 15 May 2017, during the UN Security Council Annual Open Debate on Sexual Violence in Conflict, the JRR-UN Women SGBV Justice Experts Roster was mentioned as a concrete tool to end impunity for SGBV crimes by 12 Member States.

## II - Expertise sought for the Roster

JRR and UN Women seek candidates with expertise in **at least one** of the following areas, preferably with some international experience:

PROFILES	EXPERIENCE IN ONE OR SEVERAL OF THE FOLLOWING AREAS	LANGUAGES REQUIRED (Proficient user, in addition to proficient English)
<b>Sexual and Gender-based Violence Investigators</b>	<ul style="list-style-type: none"> <li>- International Human Rights and Humanitarian Law, including working under UN or regional human rights frameworks,</li> <li>- International Criminal Law in a national or an international setting,</li> <li>- Working on human rights investigations, including experience in integration of a gender perspective,</li> <li>- Working with victims of SGBV, including interviews, applying gender-sensitive protection measures and referrals,</li> <li>- Working with children survivors of SGBV (including interviewing children),</li> <li>- Working in internal investigations, including sexual exploitation and abuse (SEA)</li> </ul>	Arabic, French, Spanish and/or Russian
<b>National Prosecutors and Investigators</b>	<ul style="list-style-type: none"> <li>- Working in the civil law system</li> </ul>	
<b>Transitional Justice Experts</b>	<ul style="list-style-type: none"> <li>- Setting up and/or working for transitional justice mechanisms such as truth commissions and reparations programs, including the integration of a gender perspective therein</li> </ul>	
<b>Mental Health and Psychosocial Experts</b>	<ul style="list-style-type: none"> <li>- Working in justice or transitional justice settings with SGBV survivors</li> </ul>	

Requirements:

- M.A. +5 years, B.A. +7 years of relevant experience in desired areas of expertise (see list above)  
– OR – professionally trained investigators with relevant professional experience who can show proof of training from recognized institutions/organizations in lieu of degrees.

Other desired qualifications:

- Work experience in human rights,
- Training course or studies in international human rights law, humanitarian law or criminal law – OR – 1 year of experience in these areas, including transitional justice;
- Work experience in conflict or post-conflict countries and/or in an international setting;
- Work experience in the context of international investigations;
- Demonstrated openness to different cultures, experience in working in multicultural environments and professionalism.

**As the roster recruitment course will be held in English, fluency in English is a requirement for participation.** Working knowledge of Russian, Spanish, French or Arabic, is required for this recruitment session.

**Eligibility criteria:** The primary purpose of this course is to recruit successful participants to the JRR Roster. These experts should be available for short-term deployments, upon release by their employers. As a facility that provides surge capacity to the international community, JRR has always aimed to avoid placing on the roster staff from organizations that are current or potential users of its roster. This is to ensure that JRR does not negatively impact the ability of these organizations to carry out their mandates on account of losing vital human resources. For this reason, JRR will not be in a position to accept nominations of regular staff members from some organizations as, for example, OHCHR. Please note that professionals working as consultants to such organizations remain eligible for nomination.

**Reminder:** While the participation in the full recruitment course is a requirement for the certification onto the JRR Roster, certification is **not** automatic. Please be aware that this course is a tool for recruitment onto the JRR-UN Women Roster and JRR will take the decision on certification of the participants after the course is completed, based on the evaluation of participants during the course and the need for their expertise on the JRR-UN Women Roster.

We would be very grateful if you could **ensure the distribution of this Call for Nominations to your network and more specifically to any relevant departments, agencies, associated institutions and/or individuals with the expertise listed above.** Our aim is to ensure that the Call for Nominations reaches these experts and their direct supervisors.

### III - Course Modalities

**Course structure** - The 10-day roster recruitment course will include modules on JRR and the types of missions that can be expected through JRR deployments; SGBV in the context of international humanitarian law; SGBV as part of investigation planning; sexual violence against men and boys; gender aspects of international investigations; modes of liability for SGBV crimes; investigations for truth and reconciliation commissions; forensic aids to SGBV investigations; witness trauma and psychosocial support; and witness management and protection; interviewing skills and exercises; and security and risk management in the field, including in the context of simulation exercises.

**Course costs** - While the course is itself free of charge, those nominating experts for the roster recruitment course are asked to cover the travel, accommodation and meal expenses of their candidates. Should you wish to submit a nomination but know this individual may require support to cover these expenses, please indicate this in the nomination form, and if the nominated expert is selected for the course, we will make every effort to find a sponsor. Please note JRR will only be able to provide sponsorship for participants who are nationals of countries on the DAC list of ODA recipients<sup>1</sup>. **N.B. In exchange for the skills the expert acquires during the recruitment course, JRR requests the expert and his/her employer to favorably consider any request for deployment so long as the mission involved is in line with the objectives of the expert and the organization for which he/she works.**

### IV - Nomination

**Nomination** – Experts with the expertise and/or experience in the range of disciplines listed in section II, who are willing and could be made available for international deployment at short notice are invited to apply and be nominated for the JRR recruitment course. Selected applicants who complete the recruitment course successfully will be considered for certification to the JRR roster. This consideration is based on demonstrated knowledge, skills, and competencies during the recruitment course, and the needs of the JRR roster.

**Nomination Package** – In the Call for Nominations e-mail you will find the link to the JRR Personal History Webform where applicants may apply for the course. You will also find therein the necessary documents listed below.

In order to submit their application, experts will be required to scan and upload online the following documents duly signed and completed:

- 1) **Nomination Form:** completed and hand-signed by the employer. As rapid deployability of JRR experts in practice requires the agreement of the expert's employer, the Nomination Form must

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<sup>1</sup> For the DAC list for ODA recipients valid for 2014, 2015, 2016 and 2017 flows please refer to:

<http://www.oecd.org/dac/stats/documentupload/DAC%20List%20of%20ODA%20Recipients%202014%20final.pdf>

- be completed by the employer of the expert, and more specifically by the person who has the authority to release the expert for potential international deployments at short notice;
- 2) **Supervisor Recommendation Form:** completed and signed by the supervisor of the expert;
  - 3) **Agreement Form:** completed and signed by the expert.

**Incomplete applications cannot be submitted and applications not submitted through the web form link will not be accepted.**

All application materials are attached and can also be downloaded from the JRR website.

**Deadline for all submissions of nomination materials: 19 April 2018**

*JRR will regretfully not be able to consider applications received after this date.*

## V – Selection Criteria

There are 25 positions available. Course participants will be chosen on a competitive basis from the nominations submitted through a consultative process between JRR and its partners. The selection will be made on the basis of the expertise identified for this course, the needs of the JRR-UN Women SGBV Justice Experts Roster, and the qualifications and experience of the nominees. The need to have a roster reflecting as broad a geographic representation as possible and gender balance will also be taken into consideration.

Reference checks and interviews may be conducted during the selection process.

Please note that the **expression of interest statement** should reflect why the nominees' experience and expertise is useful for international criminal investigations.

**For Further Information – Should you have any additional questions please first refer to our [FAQ](#) on our website [www.justicerapidresponse.org](http://www.justicerapidresponse.org).** Should you still have a query after consulting the FAQ, please do not hesitate to contact us directly at [training@justicerapidresponse.org](mailto:training@justicerapidresponse.org) or at +41 22 544 29 07.