

Dear Colleagues,

Justice Rapid Response (JRR) and the Institute for International Criminal Investigations (IICI) are pleased to inform you of our Call for Nominations for the upcoming [ONLINE JRR Expert Roster Recruitment Course](#) on *International Criminal Investigations* which will be held from **16 September until 3 October 2020**. This course is made possible thanks to the generous contribution of the Korea International Cooperation Agency (KOICA).

JRR Roster recruitment courses are an integral part of the recruitment process for the JRR Roster. **The goal of this year's course is to increase the pool of 20 experts from [global South ODA recipient countries](#)<sup>1</sup>, who are ready to deploy to national, international and regional accountability and transitional justice mechanisms** in order to help ensure those bodies have the highly specialized expertise to properly document, investigate, analyze and prosecute international core crimes and serious human rights violations. Previous deployments included support to States, the UN 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, among others.

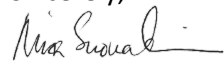
This year's intensive recruitment course will be delivered in an entirely online format. Over the course of 2.5 weeks, two groups of ten participants will each day participate in half day webinars followed by individual or group exercises. The course is tailored for criminal justice and related professionals and aims to prepare, equip, vet and certify these professionals for investigations of international crimes involving multi-disciplinary, diverse monitoring and investigative teams that can be deployed rapidly and with short reporting deadlines. JRR will decide on certification of participants onto the JRR Roster after the course is completed.

**The deadline for nominations is Monday 3 August 2020, 11:59 pm Central European Summer Time.**

The selection will focus on professionals from the global South with relevant **expertise specified in section-I** of this document, which includes experts who have experience in dealing with international crimes, and who are willing and could be made available for international deployments at short notice.

Please find below relevant information on the recruitment course and the selection process. 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 below**. Our aim is to ensure that the Call for Nominations reaches these experts and their direct supervisors.

Sincerely,



Nina Suomalainen

Executive Director – Justice Rapid Response

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<sup>1</sup> For the DAC list for ODA recipients valid for 2018, 2019, and 2020 flows please refer to:

<http://www.oecd.org/dac/financing-sustainable-development/development-finance-standards/DAC-List-of-ODA-Recipients-for-reporting-2020-flows.pdf>

## I – Who can apply?

For the Online Recruitment Course in September-October 2020 JRR is seeking to recruit professionals with specialized expertise and skills as described in the table below.

The recruitment course will be held in English, proficient English is a requirement for participation.

<b>Profession</b>	<b>Mandatory language skills (at least proficient level)</b> in addition to proficient English	<b>Other combined skills/expertise</b>
<b>Witness Protection Expert</b>	Spanish or French (Arabic desirable)	National & international experience and experience in lower-resource contexts
<b>Witness and Victim Management Expert</b>	Spanish or French	Judicial and non-judicial mechanisms and experience in lower-resource contexts
<b>Prosecutor</b>	Spanish or French	Experience with international crimes. Prosecutors with experience sitting as judges are encouraged to apply.
<b>Criminal Analyst</b>	Spanish or French	Experience with international criminal tribunals
<b>Military Analyst/Advisor</b>	Spanish or French	Experience gathering and analysing information, producing mapping and analysis of military structures including paramilitary units and armed groups and other security actors. Experience identifying units/troops (state and non-state) during key events being investigated. Experience advising investigations on military procedures and methods including issues related to ballistics; weapons, military vehicles and aircraft.

<b>Criminal Investigator</b>	Spanish, French or Burmese	<p>Experience with International core crimes. National or international experience.</p> <p>Experience investigating SGBV (desirable)</p> <p>Experience investigating crimes involving children and sexual and gender-based violence (SGBV) (desirable)</p>
<b>SGBV Investigator</b>	Spanish, French or Burmese	Experience with human rights investigation and/or monitoring.
<b>SEA Investigator</b>	French or Spanish or Arabic (desirable)	With additional experience in investigating crimes involving children and sexual and gender-based violence
<b>Victims participation</b>	Spanish or Burmese (desirable)	Experience at the national and/or international level with modalities of participation of victims in judicial and non-judicial processes
<b>Psychosocial Expert</b>	Spanish or French	<p><i>Only</i> if experience in working with victims of human rights violations and/or international crimes.</p> <p>Additional experience in working with victims of SGBV crimes is desirable.</p>
<b>Forensic Geneticist</b>	Spanish or French (desirable)	
<b>Forensic Anthropologist</b>	French or Arabic	<p>Longer term availability for deployments (2-3 months).</p> <p>Experience with mass graves.</p>
<b>Anthropologist/Sociologist/Conflict analyst</b>	Spanish	<i>Only</i> if combined with practical experience working with transitional justice including indigenous communities as victims. IHL and Human Rights violations
<b>Transitional Justice Expert</b>	Spanish or French	<i>Only</i> if combined with practical experience working with transitional justice mechanisms

<b>Child Rights Expert</b>	French or Spanish or Arabic (desirable)	Investigators with experience with children as victims, witnesses or perpetrators in the context of judicial and non-judicial mechanisms. And/or Experts with experience working for MRM.
<b>Reparations Expert</b>	Spanish or French	Experience with developing and implementing comprehensive reparation programmes.  Experience in working on collective reparations is an asset
<b>Data Analyst / Data Scientist</b>	Spanish or French (desirable)	With experience working with transitional justice mechanisms in the areas of quantitative analysis and statistical analysis or experience working at international or national tribunals.
<b>Data-base Expert / Case Manager</b>	Spanish (desirable)	Experience with legal workflows/court management
<b>IT Expert</b>		
<b>Expert in Digital Forensics</b>		
<b>Open-source Investigator</b>		
<b>Financial Investigation Expert/Economic Crimes Experts Advisor</b>		Experience investigating linkages between businesses and parties in contexts with links to gross human rights violations and abuses and related crimes.  Experience with assets tracking.  Experience documenting and investigating serious economic crimes, including those involving state and non-state actors and entities and illicit financial flows.

**Eligibility criteria: The primary purpose of this course is to recruit experts to the JRR Roster. These experts should be available for short-term deployments, upon release by their employers.**

Please note that, 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 able to accept nominations of regular staff members from some organizations, such as OHCHR. Professionals working as consultants to such organizations, however, remain eligible for nomination.

## II – How to apply?

To be considered for a JRR recruitment course, experts must be nominated by their current employer. Self-employed experts or independent consultants who, at the time of their application, do not have an employer, should self-nominate.

The application is done by the expert by filling out an online Personal History Form (PHF). A Nomination Form is to be attached to the PHF. This document outlines the employers' understanding that by nominating their expert, they agree in principle to consider releasing that expert for short-term international deployments if requests should arise.

### Instructions for nominated and self-nominating experts:

**Please follow the procedure below:**

1. Download and complete the following documents:
2. **The JRR Nomination Form**, completed and **hand-signed** by
  - a. your current employer<sup>2</sup>, or
  - b. yourself if you are self-employed, an independent consultant, or currently unemployed.
3. **The JRR Recommendation Form**, completed and **hand-signed** by:
  - a. your current supervisor if you are currently employed, or
  - b. a former supervisor if you are an independent consultant or currently not employed.
4. **The Agreement Form**, read and signed by yourself.

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<sup>2</sup> In the case of employees being nominated, please note that the person who should sign the Nomination form should be the person who has the authority to release the expert for potential international deployments at short notice, as rapid deployability of JRR experts requires the agreement of the expert's employer.

*Please note that you will need to scan and upload these documents when submitting your application through the webform below. All application materials are attached and can also be downloaded from the JRR website.*

5. Please go the [Personal History web-form for the September 2020 JRR Recruitment Course to complete your application](#)

Please note that a **shortlisting** will be conducted based on the **application summary** that you are asked to draft. It is important that your application summary reflects how your experience and expertise are useful for investigations into international crimes.

Incomplete applications or applications that are not submitted through the web form cannot be considered.

**Deadline for all submissions: Monday 3 August 2020 - 11:59 pm Central European Summer Time.**  
*JRR will regretfully not be able to consider applications received after this date.*

Please note that you need to complete the application process even if you have already applied for a previous course. If you are already certified onto the JRR Expert Roster you cannot apply for an additional course.

Should you have any questions regarding JRR recruitment courses and how to apply, please refer to our [Frequently Asked Questions](#) page before contacting the JRR Secretariat.

### III- Selection Criteria

There are 20 places available for the course, which is generously sponsored by the Korea International Cooperation Agency (KOICA). Course participants will be chosen on a competitive basis from the nominations submitted. The selection will be made based on the expertise that is identified for this course (see above), the needs of the JRR Expert Roster, and the qualifications and experience of the nominees. The need to have a roster reflecting a gender balance as well as a regional balance will also be taken into consideration.

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

**Decision on certification:** While attendance in all sessions of the recruitment course is a requirement to be considered for certification onto the JRR Expert Roster, certification is not automatic. JRR will decide on certification of the participants after the course is completed, based on the observation and evaluation of participants during the course.

For more information about our [certification process](#) please check our website.

### IV – About the Course

**Course structure – The Online Roster Recruitment Course** will include modules on JRR and the types of missions that can be expected through JRR deployments; the legal framework on genocide, war

crimes, and crimes against humanity; sexual and gender-based crimes and violations; investigation planning and management; approaching victims and witnesses; witness trauma and psychosocial support; interviewing skills and exercises; and security and risk management in the field.

**Over the course of 2.5 weeks, two groups of ten participants will each day participate in half day webinars followed by individual or group exercises.** Participation in all sessions is mandatory and the groups will be composed according to the time zones from which participants attend the course.

**Course costs** – The course is free of charge for all selected participants. Any additional costs related to participation including local travel costs and IT equipment need to be covered by (the employer of) the participant. Please note that participants can only be nationals of countries on the [DAC list of ODA recipients](#)<sup>3</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 they work.

## V – Where to find more information

- Our [Frequently Asked Questions](#),
- Our page dedicated to our [Certification Process](#),
- Our [Annual Reports](#),
- Our website [www.justicerapidresponse.org](http://www.justicerapidresponse.org).

Should you still have a query, please do not hesitate to contact us directly at [roster-recruitment@justicerapidresponse.org](mailto:roster-recruitment@justicerapidresponse.org)

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<sup>3</sup> For the DAC list for ODA recipients valid for 2018, 2019, and 2020 flows please refer to: <http://www.oecd.org/dac/financing-sustainable-development/development-finance-standards/DAC-List-of-ODA-Recipients-for-reporting-2020-flows.pdf>