

## Senior Programs Officer – Coalition for the International Criminal Court

**Location:** Hague, The Netherlands.

**Salary:** €55k – €60k p.a. full-time equivalent, dependent on experience.

**Basis:** six to nine-month contract.

**Eligibility:** you must be eligible to work in The Netherlands.

### POSITION

We are looking for a Senior Programs Officer (SPO) with experience and expertise in international criminal justice, particularly of the Rome Statute System (RSS) and the International Criminal Court (ICC). The ideal candidate will possess a professional qualification to practice law in at least one jurisdiction and at least five (5) years' legal practice experience. They should also have practical experience of using diverse and effective change-influencing techniques to advocate for justice for victims of serious crimes under international law.

The SPO will lead the Coalition for the International Criminal Court Secretariat/Team, which falls under WFM-IGP's International Justice Program. Working in close collaboration with key stakeholders, the SPO will use a project-based strategic planning approach to advance the Goal of protecting and strengthening the effectiveness, independence and integrity of the ICC through legal, policy and practice reforms.

The ideal candidate will also possess and be able to demonstrate the following: experience of supervising people, including at a distance; excellent research, advocacy and analytical skills; good interpersonal and organizational skills; excellent communication and capacity-building skills; excellent media and external representational skills, as well as experience of planning, organizing and prioritizing work under pressure and to deadlines.

### WORKING RELATIONSHIPS

**Reporting to:** WFM-IGP's Executive Director or nominee.

**Other key relationships:** WFM-IGP's Management Team; CICC Team; CICC – Steering Committee; Member organizations of the CICC.

### RESPONSIBILITIES

The responsibilities of the SPO include but are not restricted to:

#### Strategy development and implementation

- Lead the development and implementation of strategies to protect and strengthen the ICC and RSS, including through legal, policy and practice reforms (*in collaboration with CICC member organizations, the CICC-Steering Committee, key ICC Organs and Principals and other stakeholders*).
- Lead the development and implementation of research and advocacy projects, which advance the Goal of an effective, independent and standard-setting ICC.
- Develop and implement - *in consultation with key stakeholders* - change-influencing strategies effectively leveraging key ICC platforms, including the Assembly of States Parties Meetings (ASP) and the ICC-NGO Roundtables Meetings.
- Facilitate CICC member organisations' use of strategic litigation before the ICC, regional dispute resolution mechanisms and select domestic courts with the objective of advancing the cause of an effective ICC and RSS.

#### Strategic outreach

- Monitor key developments and undertake strategic advocacy to advance the Goal of protecting and strengthening the ICC and RSS.
- Develop and maintain a comprehensive database and maps of key stakeholders and use such information to inform the types and quality of partnerships and collaboration with the objective of advancing key goals and objectives.
- Represent WFM-IGP and the CICC Secretariat at appropriate fora, including New York and Hague-based ICC-related bodies, the UN Security Council, the UN General Assembly and other treaty bodies.
- Ensure effective information-sharing and timely coordination with CICC members, the CICC-SC and key stakeholders.

#### Address:

**US Office:** 155 East 44<sup>th</sup> Street, Suite 1715, New York, NY 10017, USA, Tel: +1.212.599.1320, Fax: +1.212.599 1332.

**Netherlands Office:** Bezuidenhoutseweg 99a, 2594 AC, The Hague, The Netherlands, Tel: +31.70.363.4484, Fax: +31.70.364.0259

## **Research, advocacy and strategic communications**

- Lead the development of research and advocacy strategies to advance WM-IGP's Goals.
- Undertake research and the publication of compelling research and advocacy outputs.
- Lead the effective and strategic use of traditional and new media and other communications to advance the organisation's Strategic Goals regarding the ICC, the RSS and International Justice more broadly.
- Oversee the effective use of WFM-IGP's websites, including through posting articles, commentaries, blogs and publication of relevant newsletters; and
- Develop and implement a CICC seminar series addressing topical international criminal justice and public international law issues to enhance the organisation's convening and change-influencing capacity and to influence the realisation of key strategic Goals.

## **Management**

- Provide timely and relevant law and policy advice on key Rome Statute, international criminal justice and public international law issues.
- Oversee the use of project-based strategic planning processes to realize WFM-IGP's Goals, including on protecting and strengthening the ICC and RSS;
- Manage project activities, including administrative tasks related to planning, budgeting, executing, monitoring, and reporting on project-related activities and contracts.
- Develop and draft funding proposals and progress reports.

## **QUALIFICATIONS AND EXPERIENCE**

- Law degree, bar admission, and at least five (5) years of post-qualification experience, preferably in international criminal justice, public international law and/or human rights.
- Knowledge of the RSS and of relevant rules and principles of international criminal justice and public international law.
- Demonstrated ability to think analytically and strategically, including the ability to advocate and defend complex issues as appropriate to different types of audiences, including key interlocutors at the ICC, the legal sector and the public.
- Excellent legal research, writing and editing skills and experience over a wide range of communications, including research reports, journal and blog articles, legal correspondence, and pleadings.
- Excellent political judgment and proven ability to develop and carry out innovative advocacy strategies.
- Experience in developing strong relationships with a wide range of actors from diverse cultural, geographic, economic, political and social contexts.
- Project management, including the ability to gather evidence and publish research to inform strategies, projects, work plans, activities and impact assessments.
- Experience with developing and administering efficient processes, systems, and workflows to ensure impact-driven projects and operations.
- Experience with record keeping, project and program-based budget management and reporting.
- Proficiency in English, with excellent written and oral communication skills required (proficiency in at least one additional UN language highly desirable).

## **BEHAVIOUR AND COMPETENCIES**

The SPO will be required to evidence that they can meet the qualities associated with the following behavioural competencies.

- **Managing self and personal skills:** Being aware of own behaviour and mindful of how it impacts on others, enhancing personal skills to adapt to professional practice accordingly.
- **Delivering excellent service:** Providing the best quality service to enhance organizational impact. Building genuine and open long-term relationships in order to achieve WFM-IGP's Mission.
- **Finding solutions:** Taking a holistic view and working enthusiastically to analyse problems and to develop workable solutions. Identifying opportunities for innovation.
- **Embracing change:** Being open to and engaging with new ideas and ways of working. Adjusting to unfamiliar situations, shifting demands and changing roles.

- **Using resources effectively:** Identifying and making the most productive use of resources, including people, time, information, networks and budgets.
- **Engaging with the wider context:** Enhancing your contribution to WFM-IGP through an understanding of the bigger picture and showing commitment to organizational values.
- **Developing self and others:** Showing commitment to own ongoing professional development. Supporting and encouraging others to develop their professional knowledge, skills and behaviours to enable them to reach their full potential.
- **Working together:** Working collaboratively with others in order to achieve objectives. Recognizing and valuing the different contributions people bring to this process.
- **Achieving results:** Consistently meeting agreed objectives and success criteria. Taking personal responsibility for getting things done.

## APPLICATION PROCEDURE

Please apply by 27 September by sending a cover letter not exceeding three (2) pages, a Curriculum Vitae and contact information of three (3) professional references by email to [HR@wfm-igp.org](mailto:HR@wfm-igp.org) with the subject header:

*“First & Last name – Senior Programs Officer – CICC”.*

Please indicate your earliest possible start date in your cover letter. Applications will be reviewed on a rolling basis. Consequently, you are advised to submit your applications as early as possible. Short-listed candidates will be invited for an interview for the first week of October. Due to the anticipated number of applications, only short-listed candidates will be contacted.

NO phone inquiries please.

Applicants must already possess the right to live and work in the Netherlands. WFM-IGP is not able to support visa/residence permit applications for this role.

The WFM-IGP is an equal opportunity employer strongly committed to hiring and retaining diverse and internationally representative employees. Women and those of minority backgrounds are strongly encouraged to apply.

## ABOUT the World Federalist Movement – Institute for Global Policy (WFM-IGP)

WFM-IGP is a 501(c)(3) not-for-profit and nonpartisan organization that was founded in 1947 in the aftermath of World War II. It campaigns for the establishment and strengthening of multilateral frameworks and institutions (including the United Nations and regional bodies) to ensure world peace and security, justice for victims of serious crimes under international law and prosperity for all people. WFM-IGP has offices in The Hague, The Netherlands and New York, USA. It also has ECOSOC consultative status. For more information about WFM-IGP, please see the website: [www.wfm-igp.org](http://www.wfm-igp.org).

## ABOUT the Coalition for the International Criminal Court (CICC)

The CICC was established as a program of WFM-IGP in 1995 and the CICC Secretariat/Team administers the coalition, which is composed of over 2,500 civil society organizations from over 150 different countries. CICC members work in partnership to advance the cause for justice for victims of serious crimes under international law through a fair, effective and independent ICC and a universal RSS. Further information about the CICC, please see the website: [www.coalitionfortheicc.org](http://www.coalitionfortheicc.org)