

# United Nations Nations Unies

HEADQUARTERS • SIEGE NEW YORK, NY 10017

TEL: +1 (212) 963 1234 • FAX: +1 (212) 963 4879

## REFERENCE:

The Secretariat of the United Nations presents its compliments to the Permanent Missions of Member States to the United Nations and has the honour to notify them of the following judicial vacancies in the United Nations Dispute Tribunal (“UNDT”) and the United Nations Appeals Tribunal (“UNAT”) that will arise upon the expiration of mandates of the current incumbents on 30 June 2019, and one judicial vacancy on UNAT that has arisen after the resignation of incumbent judge:

- One full-time judge for the UNDT in New York,
- One half-time judge for the UNDT in Nairobi, and
- Three judges for the UNAT.

It will be recalled that the General Assembly, in its resolutions 61/261, 62/228 and 63/253, established the current system of administration of justice at the United Nations, which came into operation on 1 July 2009. The system includes two courts that address employment-related disputes: the UNDT, which hears cases at first instance, and an appellate court, the UNAT. The UNDT has three full-time judges, located in New York, Geneva and Nairobi, respectively, two half-time judges who serve for six months of a year in one of the three locations of the UNDT as assigned by the President and, at present, three *ad litem* judges. The full-time and half-time judges serve for a term of seven years. The terms of the *ad litem* judges end on 31 December 2018. The UNAT has seven judges who serve for a term of seven years and ordinarily sit in panels of three.

The General Assembly stipulated in the Statutes of respective Tribunals that the judges shall be of high moral character and impartial. Candidates for UNDT positions must have at least 10 years of judicial experience (i.e. experience as a judge or equivalent) in the field of administrative law, or the equivalent (e.g., employment law) within one or more national jurisdictions. In the case of the UNAT, candidates must have at least 15 years of aggregate judicial experience (i.e. experience as a judge or equivalent) in the field of administrative law, employment law, or the equivalent within one or more national or international jurisdictions; relevant academic experience, when combined with practical experience in arbitration or the equivalent, may be taken into account towards five of the qualifying 15 years. All candidates must be fluent, both orally and in writing, in English or French in order to conduct judicial proceedings and draft decisions in either of the two languages.

By resolution 62/228, the General Assembly established a five-member Internal Justice Council ("IJC"). One of the functions of the IJC is to provide its views and recommendations to the General Assembly on suitable candidates for each vacancy arising in the UNDT and UNAT.

In order to attract a pool of outstanding candidates reflecting geographical diversity as well as gender balance, the above referred judicial vacancies will be widely advertised in both English and French, calling for interested individuals to submit their applications by 31 March 2018. Thereafter, the IJC will administer a written assessment and conduct interviews for shortlisted candidates to determine those best suited for recommendation to the General Assembly in terms of resolution 62/228.

The Permanent Missions are invited to bring the vacancy announcement attached to this note to the attention of qualified nationals of their country as well as to the Chief Justice or head of the judiciary in their country. This vacancy announcement is also posted on the website of the Office of Administration of Justice: <http://www.un.org/en/oaj/unjs/docs/JudicialVacancyEN.pdf> (in English) and <http://www.un.org/en/oaj/unjs/docs/JudicialVacancyFR.pdf> (in French).

The Secretariat of the United Nations avails itself of this opportunity to renew to the Permanent Missions of Member States to the United Nations the assurances of its highest consideration.

  
7 February 2018  
  
OFFICE OF THE SECRETARY GENERAL

Annex enclosed

## UNITED NATIONS

### JUDGES OF THE UNITED NATIONS INTERNAL JUSTICE SYSTEM

The United Nations (UN) is seeking judges for its internal system of administration of justice that addresses employment-related disputes.

The internal justice system includes a first instance United Nations Dispute Tribunal (UNDT) and an appellate instance United Nations Appeals Tribunal (UNAT).

The UNDT sits in New York, Geneva and Nairobi and is comprised of three full-time judges, two half-time judges and three *ad litem* judges. The full-time and half-time judges serve for seven-year terms.

The UNAT is comprised of seven judges, who also serve for a fixed seven-year term. UNAT currently holds three sessions each year, each of two weeks duration. During its sessions, UNAT exercises its functions in New York but it may decide to hold sessions in Geneva, Nairobi or another duty station, as required by its caseload.

The terms of four judges (one full-time judge and one half-time judge of the UNDT and two judges of the UNAT) will expire on 30 June 2019. There is an additional vacancy on the UNAT due to the resignation of incumbent judge.

The UN is undertaking the present selection process to fill these five vacancies. In particular, the UN is inviting applications for:

- One full-time judge for the UNDT in New York (for a non-renewable seven-year term starting on 1 July 2019)
- One half-time judge for the UNDT (who serves for six months of a year in one of the three locations of the UNDT – New York, Geneva and Nairobi, as assigned by the President) (for a non-renewable seven-year term starting on 1 July 2019)
- Three judges for the UNAT (two judges for a non-renewable seven-year term starting on 1 July 2019; and one judge for a term of office ending on 30 June 2019, with a possibility of re-appointment for one non-renewable term of seven years)

#### **Mandatory qualifications for judges of the UNDT:**

1. All persons applying to serve as a judge of the UNDT must be of high moral character and impartial.
2. Candidates must have at least 10 years of judicial experience (i.e. experience as a judge or equivalent) in the field of administrative law, or the equivalent (e.g., employment law) within one or more national jurisdictions.

3. English and French are the working languages of the United Nations. All candidates must be fluent, both orally and in writing, in English or French in order to conduct judicial proceedings and draft decisions in either of the two languages.

A current or former judge of UNAT is ineligible to serve in the UNDT.

#### **Mandatory qualifications for judges of UNAT:**

1. All persons applying to serve as a judge of UNAT must be of high moral character and impartial.
2. Candidates must have at least 15 years of aggregate judicial experience (i.e. experience as a judge or equivalent) in the field of administrative law, employment law, or the equivalent within one or more national or international jurisdictions. Relevant academic experience, when combined with practical experience in arbitration or the equivalent, may be taken into account towards five of the qualifying 15 years.
3. English and French are the working languages of the United Nations. All candidates must be fluent, both orally and in writing, in English or French in order to conduct judicial proceedings and draft decisions in either of the two languages.

A current or former judge of the UNDT is ineligible to serve in UNAT.

#### **Applications:**

Interested candidates are invited to apply by completing the prescribed application form in either English or French, available at [www.un.org/Depts/undersecretary/undersecretary.html](http://www.un.org/Depts/undersecretary/undersecretary.html) (in English) and [www.un.org/Depts/undersecretary/undersecretary.html](http://www.un.org/Depts/undersecretary/undersecretary.html) (in French), and sending the completed form by email to [unat@un.org](mailto:unat@un.org) to be received by 11:59 p.m. (U.S. Eastern time) on 31 March 2018.

Candidates must also provide an example of a judgment he or she drafted and delivered, or a legal opinion or other equivalent written work (translated into English or French if the original is in another language). The example should not exceed 20 pages (if the example is longer, an excerpt no longer than 20 pages shall be provided).

Candidates who do not meet the mandatory qualifications set out above or who do not apply using the prescribed form will not be considered. The form must be completed electronically (handwritten forms will not be accepted).

Eligible persons may apply to both the UNDT and UNAT through one application form.

Candidates under serious consideration for selection will be subject to reference checks to verify the information provided in the application, required to prepare a draft opinion based on a hypothetical fact pattern, and will be interviewed by the Council.

*Applications from women are strongly encouraged.*

**Remuneration package and additional information:**

As per UN General Assembly resolution 63/253, the UNDT judges are remunerated at a level equivalent to D-2 step IV on the United Nations salary scale for the Professional and higher categories. (For indicative purposes, the annual net salary levels at D-2 step IV, including post adjustment, in effect as from 1 January 2018 are as follows: US\$188,594 (New York), US\$199,486 (Geneva) and US\$149,270 (Nairobi)). Other benefits and entitlements of the UNDT judges include: annual leave, dependency allowances, medical and dental insurance, rental subsidy, education grant for children, home leave, paid sick leave; maternity / paternity / adoption leave.

UNAT judges receive an honorarium of US \$2,400 for each judgement for the principal author, and US \$600 for each judge signatory. The adjudication of interlocutory motions by a single judge is remunerated at the rate of US \$600. The UN also covers travel expenses and daily subsistence allowance for the duration of UNAT sessions.

The qualifications and terms of judicial office of the judges and the articles governing the operation of the Tribunals are set out in the Statutes of the UNDT and UNAT available at [www.un.org/indjg](http://www.un.org/indjg) (in English) and [www.un.org/fr/indjg](http://www.un.org/fr/indjg) (in French).

A judge of the UNDT or UNAT shall not be eligible for any other appointment within the United Nations, except another judicial post, for a period of five years following his or her term of office.

The judges shall be appointed by the General Assembly from a list of two or three candidates recommended for each vacancy by the Internal Justice Council (IJC), an independent body established by the General Assembly. The IJC will also create a roster of candidates who, while they are not submitted to the General Assembly for appointment, will be eligible for nomination in case an unanticipated vacancy occurs (*e.g.*, through resignation) among the full time, half-time or *ad litem* UNDT judges or UNAT judges.

Due to the sheer volume of expected applications, the Council will not be in a position to respond to any enquiries regarding the selection process, and will further contact only those applicants who will have moved forward in the selection process.

More information on the system of administration of justice can be found at [www.un.org/indjg](http://www.un.org/indjg) (in English) or [www.un.org/fr/indjg](http://www.un.org/fr/indjg) (in French).