

WORKING FOR JUSTICE

International Criminal Court (ICC)



Today's Presenters



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Talent Acquisition Team Lead

Human Resources Officer



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Strategic Workforce Planning Lead

Human Resources Officer

Zoom Support Team



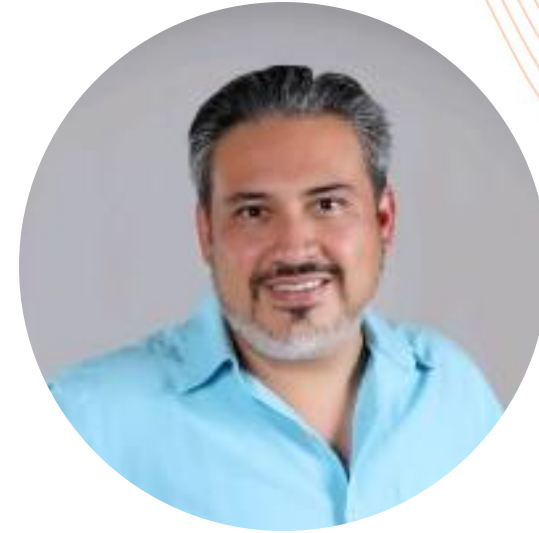
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Talent Acquisition
Specialist

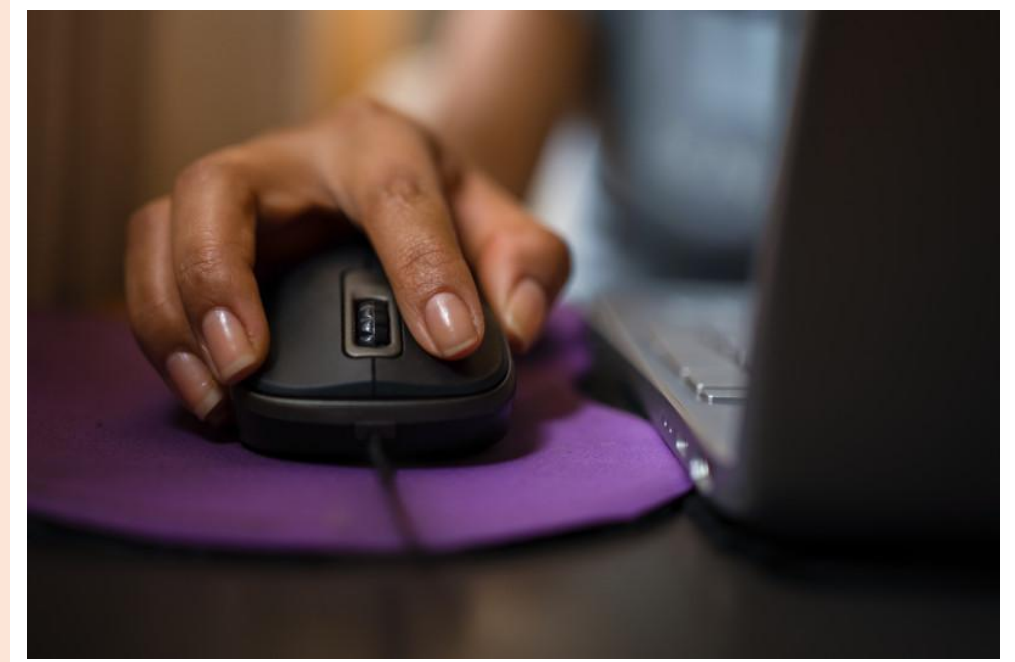


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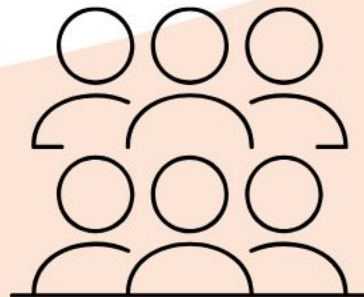
House Keeping Rules

- You are muted by default.
- The chat function is disabled.
- Please submit your questions via **Zoom Q&A button**.
- The session will be **recorded**.
- The recording and presentation will be available on: [Inter-Agency Career Week 2026 webpage](#)



Due to the large number of participants in this session, we might not be able to respond to all of your questions.

Thank you for your understanding.



WORKING FOR JUSTICE

A Career with Impact
International Criminal Court

Understanding the ICC

1

Rome Statute

Adopted in 1998, entered into force and ICC became operational on 1 July 2002.

2

Mission

To investigate and try the world's most serious crimes, as a court of last resort, to end impunity and help prevent future atrocities.

3

**Investigates
Prosecutes
Tries Individuals**

Genocide
War Crimes
Crimes Against Humanity
Crime of Aggression





Cour
Pénale
Internationale

International
Criminal
Court



ORGANIZATIONAL STRUCTURE

The Presidency

The Judicial Divisions / Chambers

The Office of the Prosecutor

The Registry

Independent bodies:
Assembly of States Parties, Trust Fund for Victims & others

KEY FACTS ABOUT THE ICC



- 1000+ staff members from approximately 100 States
- 6 official languages: Arabic, Chinese, English, French, Russian and Spanish
- 2 working languages: English and French
- Headquarters in The Hague, the Netherlands, plus 1 Liaison Office in New York and 6 country offices
- 2026 budget: €196.9 million
- Participation in UNJSPF and UNSMISS

KEY FACTS ABOUT THE ICC JUDICIAL ACTIVITIES



- 34 cases before the Court
- 61 arrest warrants issued
- 9 summons to appear issued
- 22 persons detained and brought before the Court - 32 remain at large
- 13 convictions and 4 acquittals
- Charges against 8 persons were terminated following their deaths

Proceedings are independent, fair, and respectful of defendants' and victims' rights.

TYPES OF OPPORTUNITIES AT THE ICC

You do not have to be a lawyer to work at the International Criminal Court

Staff Categories:

Professional (P)
General Service (GS)
National Professional Officer (NPO)
Junior Professional Officer (JPO)

Non-Staff Categories:

Internship
Visiting Professional
Consultants
Individual Contractors
Pro-Bono

ICC has signed the "Inter-Organization Agreement concerning Transfer, Secondment or Loan of Staff among the Organizations applying the United Nations Common System of Salaries and Allowances"

MOST COMMON JOB PROFILES

Job Profile	Organisational Structure
Administrative Assistants (GS-4/5)	Registry, OTP, TFV
Security Officers (GS-3/4/5) (Building & Court Security, Close Protection, Country Office Security)	Registry
Associate Legal Officers (P-2)	Judiciary, Registry, OTP
Analysts / Analysis Assistants (P-2/P-3/GS)	OTP
Investigators / Associate Investigators (P-2/P-3)	OTP
Field Operations & Field Programme Roles	Field Offices (CAR, DRC, Uganda, Mali, Ukraine)

Job Profile	Organisational Structure
Interpreters & Translators	Registry, OTP
Legal Officers / Legal Advisers (P-3/P-4)	Judiciary, Registry
HR Roles (GS-5 / P-2 / P-3)	Registry, OTP
Technical & IT Support Roles (GS/P-3) (Database Team, SAP Team, Information Security, Systems Support)	Registry
Trial Lawyers / Appeals / Legal Support	OTP
Forensic Roles (P-3/P-5)	OTP

HOW TO NAVIGATE ICC VACANCY ANNOUNCEMENTS

*Do not read an ICC vacancy announcement only for the job title.
Read it for fit, requirements, and evidence of how your profile matches the role:*

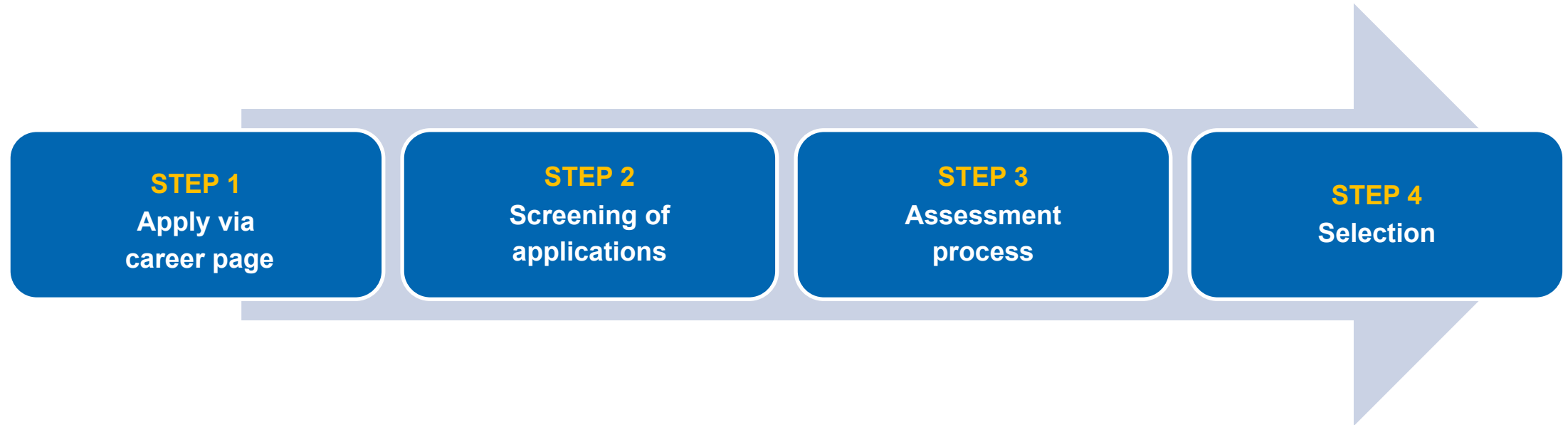
- **Where the role sits:** Organizational unit and duty station (OTP, Registry, HQ, Field)
- **What the role does:** Key duties and responsibilities
- **Candidate profile:** Education and years of experience (with or without Bachelor or Master's degree)
- **What languages matter:** Required and desirable languages (English, French, situational languages)
- What **knowledge, skills, and abilities** are assessed
- What **behaviours** are assessed: ICC core and leadership competencies.

Coming next:

- *Job Networks and Job Families*
- *Core Values*



RECRUITMENTS STEPS



Advise:

- Register in our career page for email notifications for new career opportunities
- Follow us on LinkedIn to receive information about career opportunities
- Don't send your applications or CVs via email

EFFECTIVE APPLICATIONS

1 Profile Information

- Information about your education and trainings
- Overview of work experience (D&R or CV)
- Languages
- References

2 Motivation Letter

- Express your interest in a job
- Outline how your experience and education are linked with the position you are applying for

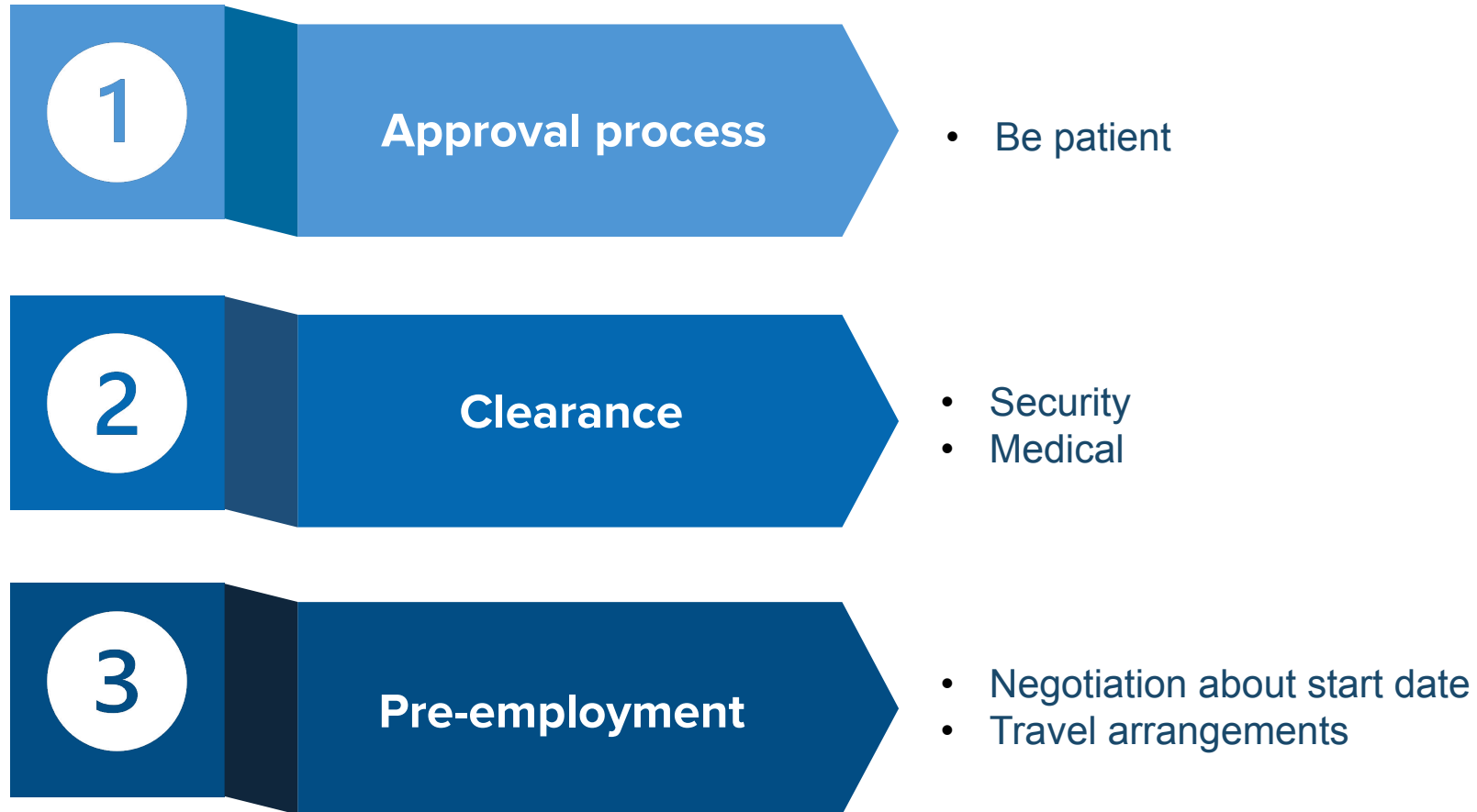
Good to know:

- Correctly filled application matter.
- Competition can be high. In 2025, we received 50 587 applications for 219 vacancies
- The highest number of applications for legal positions, while technical positions attracted the lowest volume of applicants.
- Don't exclude yourself and never give up. Apply!

ASSESSMENT PROCESS



SELECTION PROCESS



FOLLOW US



Get involved



Stay connected

Applications@icc-cpi.int
Internship-VisitingprofessionalProgramme@icc-cpi.int
JPOrecruitment@icc-cpi.int

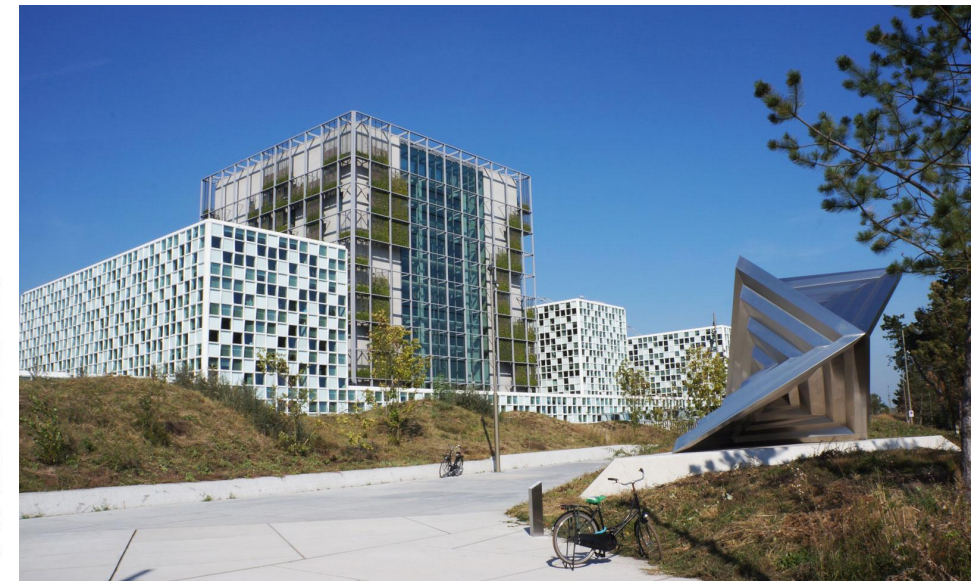


Raise Awareness



Work for Justice

www.icc-cpi.int/jobs



	Monday, 04 May	Tuesday, 05 May	Wednesday, 06 May	Thursday, 07 May	Friday, 08 May
03:00-04:00 (New York) 09:00-10:00 (Europe) 10:00-11:00 (Nairobi) 14:00-15:00 (Bangkok)	Pres (E) - From the UN to the Private Sector: Skills that enable Career Transition	Pres (E) - Thriving in Uncertainty	Pres (E) - Beyond the algorithm: Preparing your career for Life 3.0	Pres (E) - Habits under Pressure: working more intentionally	Pres (E) Behavioural Science for Career Development: Evidence-Based Steps for Action
04:30-05:30 (New York) 10:30-11:30 (Europe) 11:30-12:30 (Nairobi) 15:30-16:30 (Bangkok)	PD (E) - Inside the Recruiter's Mind: How Hiring Really Works in the UN and Beyond	PD (E) - Private Sector Unlocked: How to Enter, Adapt, and Succeed	Pres (E) - Upskilling for the Future: How to Stay Marketable Inside and Beyond the UN	Pres (E) - Becoming a UN Volunteer; What is in it for you? The Hidden Benefits of Volunteering.	PD (E) - Beyond the UN Blue: Navigating Your Career Transition to Other IGOs
06:00-07:00 (New York) 12:00-13:00 (Europe) 13:00-14:00 (Nairobi) 17:00-18:00 (Bangkok)	PD (E) - Talent on the Move: Growing your career through mobility	Pres (F) - Recherche d'emploi optimisée par l'IA : éthique, sécurisée et tournée vers l'avenir	Clinic (E) - AI for Your Career: Practical Tools and Prompts for Career Management	Pres (E) - Leading from Within: Self-Awareness, Authenticity, and Inner Resilience	Pres (F) - Maîtriser les entretiens d'embauche: Transformer son expérience en levier de réussite
07:30-08:30 (New York) 13:30-14:30 (Europe) 14:30-15:30 (Nairobi) 18:30-19:30 (Bangkok)	Clinic (E) - Mapping Your Motivators for Career Choices	Pres (E) - Mapping Professional Achievements to Job Application and Interview	Pres (E) - Breaking Down Job Descriptions	Pres (E) - What remains when everything changes: Insights from Third Culture and Global Nomad Research	Clinic (E) - The skills shift: What skills-based hiring and AI agents might mean for a UN career
09:00-10:00 (New York) 15:00-16:00 (Europe) 16:00-17:00 (Nairobi) 20:00-21:00 (Bangkok)	Pres (E) - Your Career, Your Conversation	Pres (E) - Strengthening Your Adaptability Muscles - AQ: The Adaptability Quotient	Pres (E) - Managing Your Saboteurs: Removing Barriers to Your Career Growth	Pres (E) - Use Your Strengths to Boost Your Career	Pres (E) - Activating Inner Resources in Uncertain Times
10:30-11:30 (New York) 16:30-17:30 (Europe) 17:30-18:30 (Nairobi) 21:30-22:30 (Bangkok)	Pres (E) - A Mind-Blowing Tour of AI Tools to Accelerate Your Career	Pres (E) - From Sat Nav to Compass: Navigating Your Career in a Changing UN System	Pres (S) - Construye tu Asistente de Carrera con IA	Pres (E) - Building a winning profile from application to interview	Pres (E) - Mentoring 2.0: From Top-Down to All-Around
13:00-14:00 (New York) 19:00-20:00 (Europe) 20:00-21:00 (Nairobi) 00:00-01:00 ¹ (Bangkok)	Pres (F) - Opportunités de carrière aux Nations Unies pour les jeunes professionnels et conseils pour réussir sa candidature	PD (E) - Thriving Globally - The human side of relocation	Pres (E) - Career Development: How you can turn a Psychosocial Hazard into a Thriving Strategy	Pres (E) - Youth Engagement: Put in Practice! (Young Talents in the UN System)	Pres (E) - Working for Justice
14:30-15:30 (New York) 20:30-21:30 (Europe) 21:30-22:30 (Nairobi) 01:30 ¹ -02:30 ¹ (Bangkok)	Pres (E) - Mastering Job Interviews: Turning Your Experience into Impact	Pres (S) - Cómo dominar las entrevistas de trabajo: refleja tu experiencia con impacto	Clinic (S) - Desarrollo de habilidades y redes profesionales a través de la mentoría	Pres (E) - Make career moves with confidence using the 5i Framework	Pres (E) - Own your Future. Make your Role Matter



THANK YOU!

The presentation, recording and other resources will be shared on our dedicated [Inter-Agency Career Week Page](#).

Please fill out the [Evaluation Survey](#). Your feedback matters to us!



If you have any questions, please reach out to Applications@icc-cpi.int