



UNITED NATIONS STAFF UNION
SYNDICAT DU PERSONNEL DE L'ORGANISATION DES NATIONS UNIES
44th STAFF COUNCIL/ 44^{ème} CONSEIL DU PERSONNEL

Resolution/Résolution

Resolution No.: 14

Meeting No.: 31

Date: 29 March 2012

Legal Advisor for the United Nations Staff Union

The Staff Council,

Recognizing the need for legal support to the United Nations Staff Union;

Hereby decides to

Authorize the engagement of a legal advisor on a contractual basis for a total of up to 25 hours per month to assist the United Nations Staff Union in, inter alia, its support of staff involved in overarching, broad-reaching cases that may establish precedence for the benefit of all;

Engage Mr. George Irving to provide legal services to the United Nations Staff Union as specified in the attached terms of reference (Annex I) at the agreed rate of USD 200 per hour.

Adopted	YES
For	16
Against	0
Abstention	0

ANNEX I

Terms of Reference (ToR) of Legal Advisor for the United Nations Staff Union

1. Introduction and Background

In 2007, the General Assembly decided to introduce a new system for handling internal disputes and disciplinary matters in the United Nations. This came as a result of extensive discussions on the issue of administration of justice, and a keen recognition by both management and staff that the existing system no longer met the needs of the Organization. The General Assembly acted on a proposal based on the recommendations of an external panel of experts, the "Panel on the Redesign of the UN system of administration of justice", and on consultations with staff. The goal was to have a system that was independent, professionalized, expedient, transparent and decentralized, with a stronger emphasis on resolving disputes through informal means, before resorting to formal litigation. The new system of administration of justice became operational on 1 July 2009.

In order to better protect the rights of its members, be kept abreast of legal and judicial developments, as well as to have the necessary legal expertise in order to engage the Administration whenever necessary, the United Nations Staff Union – UNSU seeks a part-time Legal Advisor.

2. Objectives

The Legal Advisor will provide expert legal advice to the UNSU on matters of interest to the Union.

3. Scope of Individual Legal Advisory Services

Under the supervision of the Leadership of the UNSU, the Legal Advisor will advise the UNSU through its Leadership, Executive Board and Staff Council on eventual legal implications of proposed new and reviewed legislation and policy matters; provide comments to proposed new and reviewed legislation, as well as policy matters; provide advice on matters perceived as change in conditions of work, as well as on potential matters for litigation that may affect the ensemble of the membership of UNSU or a significant segment thereof; provide legal expert guidance on all aspects of litigation; follow procedures and decisions of the United Nations Dispute Tribunal and the United Nations Appeals Tribunal, as well as provide written analytical reports on them; suggest cases for the UNSU appearance as "Friend of the Court" and prepare written and oral arguments for that end; prepare written and oral submissions to the United Nations Dispute Tribunal and the United Nations Appeals Tribunal and ensure that they meet procedural requirements; identify and suggest, where applicable, cases that are amenable to informal resolution, such as third party conciliation or mediation and provide pertinent legal expert advice; assist in responding to complex inquiries and correspondence; draft, review and advise on legal documents and correspondence; conduct extensive legal research and provide detailed analysis of cases and jurisprudence; provide legal advice on diverse substantive and procedural questions; assist the UNSU in producing accurate, comprehensive submissions, including by reviewing draft submissions for any inconsistencies or inaccuracies; perform other duties as required.

4. Qualifications

Advanced university degree (Master's degree or equivalent) in Law, with an emphasis on Administrative or International Law; a first level university degree in Law in combination with qualifying experience may be accepted in lieu of the advanced university degree. All academic degrees are subject to verification by the UNSU.

Knowledge of all relevant rules and regulations, policies, procedures and operations of the United Nations, as well as of applicable jurisprudence, is required.

Fluency in English is required.

5. Experience

A minimum of five years of progressively responsible experience in law, preferably administrative, civil and criminal law. Experience at the international level, specifically in an international public organization, is required. Experience in judicial structures and procedures is desirable. Prior litigation experience is required. All work experience is subject to verification by the UNSU.

6. Duration of the Assignment

The initial assignment will be for six months with possibility of extension.

7. Description of Time Requirements

It is expected that the Legal Advisor dedicate the equivalent of 50 hours a month of his/her time to the UNSU and that he/she is physically present at the UNSU premises during some or most of those hours.

8. Financial Compensation

The Legal Advisor will be paid \$ 5,000.00 (five thousand US dollars) per month upon verification of time dedication and quality of work by the Leadership and/or Executive Board of the Union.

9. Benefits and overtime

No benefits or overtime payments will be provided.