



## Office of the Prosecutor, Secondment Programme Profile Needs 2026

Profile	Number of experts	Experience (years)	Language skills	Skills/ Competencies
Aerial and Satellite Imagery Analyst / Imagery Analyst	2	3-5 years	English or French is required. Knowledge of Arabic, Russian, Ukrainian or Spanish would be an asset.	(IMINT Analyst) military, intelligence, police, or relevant specialised background
All Source Analyst	1	5 to 7	English or French is required. Knowledge of Arabic, Russian, Ukrainian or Spanish would be an asset.	Police, intelligence, military, or relevant specialised background
Cyber Forensic Investigator	6	>3-5 years	English or French is required. Knowledge of another official language of the Court (Arabic, Chinese, Russian and Spanish) is an asset.	Recovery and analysis of evidence from digital sources - police, intelligence, military, or relevant specialised background. Specialized Online Investigation and OSINT - police, intelligence, military, or relevant specialised background
Environmental Crimes Specialist	2	5-7 years	EN	Experience in either: a) investigating environmental crimes; or b) environmental data analysis.
Financial Investigator	2	3-7 years	EN; FR	experience with criminal financial investigations and asset tracing activities
Forensic Evaluation, Interpretation & Quantitative Sciences	2	>3-5 years	English or French is required. Knowledge of another official language of the Court (Arabic, Chinese, Russian and Spanish) is an asset.	Experience: <ul style="list-style-type: none"> <li>• A minimum of five years (seven years with a first-level university degree) of relevant progressively responsible work experience in the area of Research and development , Testing and validation of new or emerging technologies, AI for Forensic Applications in a forensic institution, police, law enforcement or as a private expert, is required.</li> <li>• Professional recognition or certification in a relevant forensic field is required.</li> <li>• Prior expert witness testimony experience is considered an asset.</li> <li>• Knowledge of and experience with relevant forensic quality standards would be considered an asset</li> </ul>
Forensic Medical and Biological Sciences	2	>3-5 years	English or French is required. Knowledge of another official language of the Court (Arabic, Chinese, Russian and Spanish) is an asset.	Experience: <ul style="list-style-type: none"> <li>• A minimum of five years (seven years with a first-level university degree) of relevant progressively responsible work experience in the area of Forensic pathology , Clinical forensic medicine, Forensic anthropology, forensic archaeology, Forensic odontology or Forensic entomology and taphonomy in a forensic institution, police, law enforcement or as a private expert, is required.</li> <li>• Professional recognition or certification in a relevant forensic field is required.</li> <li>• Prior expert witness testimony experience is considered an asset.</li> <li>• Knowledge of and experience with relevant forensic quality standards would be considered an asset</li> </ul>

Forensic Multi-Media Specialist	2 >3-5 years	English or French is required. Knowledge of another official language of the Court (Arabic, Chinese, Russian and Spanish) is an asset.	<p>Experience:</p> <ul style="list-style-type: none"> <li>• A minimum of five years (seven years with a first-level university degree) of relevant progressively responsible work experience in the area of Forensic video, image, and audio analysis, Forensic facial comparison, 2D and 3D modelling (including reconstructions and visualizations), UAV image and data processing, Forensic photogrammetry in a forensic institution, police, law enforcement or as a private expert, is required.</li> <li>• Professional recognition or certification in a relevant forensic field is required.</li> <li>• Prior expert witness testimony experience is considered an asset.</li> <li>• Knowledge of and experience with relevant forensic quality standards would be considered an asset</li> </ul>
Forensic Quality, Governance & Research and Development	2 >3-5 years	English or French is required. Knowledge of another official language of the Court (Arabic, Chinese, Russian and Spanish) is an asset.	<p>Experience:</p> <ul style="list-style-type: none"> <li>• A minimum of five years (seven years with a first-level university degree) of relevant progressively responsible work experience in the area of Forensic quality assurance, Forensic auditing and compliance or Proficiency testing and method assurance, in a forensic institution, police, law enforcement or as a private expert, is required.</li> <li>• Professional recognition or certification in a relevant forensic field is required.</li> <li>• Prior expert witness testimony experience is considered an asset.</li> <li>• Knowledge of and experience with relevant forensic quality standards would be considered an asset</li> </ul>
Forensic Technology, Innovation & Validation	2 >3-5 years	English or French is required. Knowledge of another official language of the Court (Arabic, Chinese, Russian and Spanish) is an asset.	<p>Experience:</p> <ul style="list-style-type: none"> <li>• A minimum of three years (five years with a first-level university degree) of relevant progressively responsible work experience in the area of Forensic statistics and probabilistic modelling, Forensic mathematical modelling, Forensic data science, or Forensic evidence interpretation and evaluation in a forensic institution, police, law enforcement or as a private expert, is required.</li> <li>• Professional recognition or certification in a relevant forensic field is required.</li> <li>• Prior expert witness testimony experience is considered an asset.</li> <li>• Knowledge of and experience with relevant forensic quality standards would be considered an asset</li> </ul>
Forensic Thematic Expert	2 >3-5 years	English or French is required. Knowledge of another official language of the Court (Arabic, Chinese, Russian and Spanish) is an asset.	<p>Experience:</p> <ul style="list-style-type: none"> <li>• A minimum of three years (five years with a first-level university degree) of forensic experience in the area of Crimes involving children, Gender-Based Crime, Gender persecution, Enslavement and Torture Environmental crimes, or Cultural heritage crime in a forensic institution, police, law enforcement or as a private expert, is required.</li> <li>• Professional recognition or certification in a relevant forensic field is required.</li> <li>• Prior expert witness testimony experience is considered an asset.</li> <li>• Knowledge of and experience with relevant forensic quality standards would be considered an asset</li> </ul>

Forensic Weapons, Ballistics, Fire & Explosives Sciences	2 >3-5 years	English or French is required. Knowledge of another official language of the Court (Arabic, Chinese, Russian and Spanish) is an asset.	<p>Experience:</p> <ul style="list-style-type: none"> <li>• A minimum of five years (seven years with a first-level university degree) of relevant progressively responsible work experience in the area of Forensic firearms and ballistic examination, Forensic fire investigation, Forensic explosive investigation, or Forensic missile and weapons systems analysis in a forensic institution, police, law enforcement or as a private expert, is required.</li> <li>• Professional recognition or certification in a relevant forensic field is required.</li> <li>• Prior expert witness testimony experience is considered an asset.</li> <li>• Knowledge of and experience with relevant forensic quality standards would be considered an asset</li> </ul>
Investigator with expertise in child forensic interviews	2 5-7 years	ENG required, AR, RU, SP, FR and UK highly sought after	<p>As part of the Gender and Children Unit, which guides the Office in terms of policy and practice related to gender-based crimes (“GBC”) and crimes against and affecting children (“CAAC”), reporting to the Senior Coordinator for GBC / CAAC, the expert is expected to:</p> <ul style="list-style-type: none"> <li>• Contribute to Office-wide efforts to implement the 2023 Children's Policy by developing training materials and practical tools focused on trauma-informed forensic interviews of children;</li> <li>• Provide direct support to Unified Teams by conducting individual Team visits, helping to review interview plans, consulting with country experts to ensure context-specific approaches to child witnesses, and participating in missions / interviews as needed;</li> <li>• Assist the Senior Coordinator for GBC / CAAC in the monitoring and evaluation of the Office's CFI-related awareness and competence.</li> </ul> <p>The Expert should have the following qualifications:</p> <ul style="list-style-type: none"> <li>• Minimum 7 years of experience in police investigations, with at least 4 years working specifically with children;</li> <li>• Training credentials or other demonstrated expertise related to current best practices and scientific knowledge regarding child forensic interviews are highly desirable</li> </ul>
Joint Operations Officer	2 2 years +	English or French are required. Knowledge of another official language of the Court (Arabic, Chinese, Russian and Spanish) is an asset.	Information analysis / Intelligence, security, military analysis, politico-military analysis, Indicators & Warnings. Geospatial skills; Data Visualization and Reporting. Ops Officer / Staff Officer with experience in SITCEN or OPS CENTRES.
Military Lawyers	2 3-7 years	EN; FR	Expertise and experience in Military Law and International Humanitarian Law, International Criminal Law
Online Investigator (new specialised p	4 5-7 years	ENG and ARB required, RU, SP, FR and UK highly sought after	police, conf informants, OSINT, financial
Open Source Analyst	3 3-5 years	English or French is required. Knowledge of Arabic is highly sought after, Russian, Ukrainian or Spanish would be an asset.	police, intelligence, military, OSINT or NGO relevant specialised background

Public Information Officer	1 5 years	English or French, is required. Working knowledge of the other is considered a strong asset. Knowledge of another official language of the Court (Arabic, Chinese, Russian, Spanish) would be considered an asset.	<p>Experience:</p> <ul style="list-style-type: none"> <li>•A minimum of five years (seven years with a first level university degree) of relevant professional experience in communications, journalism, public information, dealing with the media, preferably within an international context, is required;</li> <li>•Prior experience in a judicial and/or newsroom environment would be considered a strong asset.</li> </ul> <p>Knowledge, skills and abilities:</p> <ul style="list-style-type: none"> <li>•Knowledge of workings of national and international media, communications planning models, media relations techniques, etc.;</li> <li>•Excellent written and verbal communication skills, ability to effectively and accurately disseminate and present information;</li> <li>•Discretion, ability to apply sound judgement and respond quickly to changing circumstances;</li> <li>•Strong planning and organisational skills, with flexibility and ability to adjust in a highly dynamic environment;</li> <li>•Good diplomacy and negotiation skills, ability to interact effectively with senior officials and media representatives;</li> <li>•Ability to work effectively under strict deadlines;</li> <li>•Demonstrated ability to work in a multicultural, multi-ethnic environment and to maintain effective working relationships with people of different national and cultural backgrounds;</li> <li>•Ability to keep strict standards of confidentiality;</li> <li>•Professional integrity.</li> </ul>
Unpiloted Aerial Vehicle ("UAV") Expert	1	5 English or French is required. Knowledge of another official language of the Court (Arabic, Chinese, Russian and Spanish) is an asset.	<p>Experience:</p> <ul style="list-style-type: none"> <li>- A minimum of 5 years of professional experience in UAV flights within a law enforcement and/or judicial context, with a special focus on complex, large-scale sites.</li> <li>- Expert knowledge of UAV techniques and operation procedures.</li> </ul> <p>Experience in operating in challenging environments.</p> <ul style="list-style-type: none"> <li>- Experience in participating in complex field operations.</li> <li>- Experience in operating in risk or high-risk environments following strong security protocols.</li> </ul> <p>ICC core competencies (not listed here) would also need to be assessed during interview.</p> <p>Education:</p> <ul style="list-style-type: none"> <li>- A first-level university degree in a relevant field or a certificate from a law enforcement academy and/or relevant qualifications in UAV expertise, combined with 5 years of relevant experience in lieu of a university degree.</li> <li>- An accredited UAV operation license from a national or international body/institute.</li> </ul>