

United Nations



*Job Opening for Position requiring official secondment
from national governments of Member States of the United Nations Organization
Appointments are limited to service on posts financed by
the support account of peace operations and subject to the approval of United Nations General
Assembly and renewal of the mandate of UNITAD.*

Post title and level: Forensic Geneticist
Organizational Unit: United Nations Investigative Team to Promote Accountability
for Crimes Committed by Da'esh/ISIL (UNITAD)
Duty Station: Baghdad
Reporting to: Chief of Office of Evidence Management
Duration: 06 Months (Extendable)
Deadline for applications: 22 December 2023

United Nations Core Values: Integrity, Professionalism and Respect for Diversity

BACKGROUND:

UNITAD was established by the Secretary-General pursuant to Security Council resolution 2379 (2017), according to which it is mandated to support domestic efforts to hold ISIL (Da'esh) accountable by collecting, preserving and storing evidence in Iraq of acts that may amount to war crimes, crimes against humanity and genocide committed by the terrorist group ISIL (Da'esh) in Iraq. In accordance with the Terms of Reference regarding its activities in Iraq, UNITAD is an independent, impartial Investigative Team mandated to conduct its work in cooperation with Iraqi authorities and in a manner consistent with the highest possible standards to ensure the broadest possible use before national courts. UNITAD operates with full respect for the sovereignty of Iraq and its jurisdiction over crimes committed in its territory.

This position is located within the Office of Evidence Management of the United Nations Investigative Team to promote accountability for crimes committed by Da'esh / ISIL (UNITAD) and will be based in Baghdad, Iraq. The Forensic Geneticist reports to the Chief of Section/Senior Forensic Anthropologist in the Forensic archaeology and anthropology Unit, under the overall supervision of the Director of Office of Evidence Management.

RESPONSIBILITIES:

Under the authority of the direct supervisor within the organizational structure of UNITAD and within the limits of delegated authority, the Forensic Geneticist will be responsible for, but not limited to the performance of the following duties:

- Conduct in depth needs assessment of high throughput DNA laboratory with a focus on methodologies used to perform large scale genetic matching, kinship and pairwise matching, matching statistics and setting matching parameters.
- Develop a detailed programme to strengthen the capacity and throughput of a national DNA laboratory used to identify persons missing as a result of ISIL crimes.
- Design and develop training materials, to strengthen national capacity, and support the delivery of training initiatives.

- Provide technical advice to national counterparts on genetic analysis and extraction, and quality management concepts with respect to implementing a LIMS.
- Provide technical Assistance in implementing sample collection programs, high volume sample analysis and data management, DNA statistical calculations and DNA matching reports.
- Advise on reporting procedures, standard operating procedures and user manuals in accordance with relevant ISO standards, set up and maintenance of a DNA laboratory quality management system
- Provide guidance and recommendations on facility design underpinned by key concepts of evidence security, evidence flow, contamination avoidance, and analysis requirements in accordance with international standards for the admissibility of scientific findings in criminal investigations.
- Research, analyze and evaluate new technologies and make recommendations for their deployment.
- Expert report writing and synthesis of DNA matching results
- Provide guidance to, and may supervise, new/junior staff, consultants, etc.
- Perform any other duties as assigned by the Chief of Unit or his/her designee in fulfilment of the mission mandate.

COMPETENCIES:

- **Professionalism** - Shows pride in work and achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Possesses practical proven experience and outstanding expert knowledge in the technical field of work in general and in the specific areas required for the posts, demonstrates good judgment in the context of assignments given; able to plan own work and manage work/task priorities. Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.
- **Communication** - Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify and exhibits interest in having two-way communication; tailors' language, tone, style, and format to match audience; demonstrates openness in sharing information and keeping people informed.
- **Planning and organizing:** Develops clear goals that are consistent with agreed strategies. Identifies priority activities and assignments; adjusts priorities as required. Allocates appropriate amount of time and resources for completing work. Foresees risks and allows for contingencies when planning. Monitors and adjusts plans and actions as necessary. Uses time efficiently.
- **Teamwork:** Works collaboratively with colleagues to achieve organizational goals. Solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others. Places team agenda before personal agenda. Supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position. Shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

QUALIFICATIONS:

Education: Advanced university degree (Master's degree or equivalent) in biology, biochemistry, forensics, genetics or other related scientific fields. A first-level university degree in combination with qualifying experience and relevant academic/professional qualifications, such as accreditations from military or government command and staff colleges, may be accepted in lieu of the advanced university degree. Formal qualifications and/or certifications in forensic DNA analysis as applied to human identification, forensic quality management systems and international standards in forensic science (pursuant to a course of study,

training and examinations of a state/national law enforcement institution, a national military academy or a federal/national intelligence service training institution, supplemented with professional development courses and/or certifications involving study, training and examinations in investigatory work) in combination with four additional years of qualifying work experience may be accepted in lieu of the first-level university degree.

Work Experience:

A minimum of five (5) years of progressively responsible experience with advanced university degree (seven years with a first-level university degree) in forensic DNA analysis as applied to human identification and multi-disciplinary human identification projects, knowledge of forensic quality management systems and international standards in forensic science. Experience in the design and delivery of frameworks applicable to learning and development and conduct of capacity and needs assessments is an asset. Experience working in the geographical region of operations is desirable.

Languages: For the post advertised, fluency in oral and written English is required. Knowledge of a second official UN language (Arabic) is an advantage.

Assessment for Mission Service:

Evaluation of qualified candidates may include an assessment exercise which will be followed by competency-based interview.

Selected candidates shall be subjected to driving and vehicle handling skills in the mission area. Failure to pass this assessment may result to repatriation. All repatriation related expenses in this case are to be borne by the Member State.

Preference will be given to equally qualified women candidates.

Date of Issuance: 06 November 2023

The “Guidelines for United Nations Police Officers on assignment with peacekeeping operations” dated 29 June 2007 (DPKO/PD/2006/00135), are applicable to the recruited seconded personnel. All personnel recruited under this ToR are expected to serve in a civilian (non-uniformed) capacity, including the candidates provided by a national uniformed service.

In accordance with the UN Policy on Human Rights Screening of UN Personnel, all individuals who seek to serve with the United Nations, are requested to make “self-attestation” that s/he has not committed any serious criminal offences and has not been involved in violations of international human rights or international humanitarian law. The exact wording of the self-attestation is outlined in para. 5.2 of the above-mentioned Policy. The final decision on the selection of an individual to serve with the United Nations will also be subject to human rights screening.