



## TERMS OF REFERENCE – ALL-SOURCE ANALYST

### 1. Operational Context

The Office of the Prosecutor (“OTP”) requires systematic analysis of relevant information and evidence as an essential part of its investigations on alleged ICC crimes. Professional analysis of multiple sources, incidents and patterns of crime is required to develop investigative hypotheses, to collect relevant evidence, and ultimately to identify those persons who appear to be most responsible.

The position of All-Source Analyst is located within an OTP Unified Team and reports to a Unified Team Lead Analyst. The Unified Teams are comprised of investigators, analysts, and lawyers and have the responsibility of investigating and prosecuting the crimes committed in the context of a situation under investigation.

The OTP needs to rely for its investigations on cooperation from multiple state authorities, international organisations and civil society. Staff is expected to cooperate effectively with partners, with due respect to their mandates, professional and cultural context. The OTP Unified Teams are highly diverse and staff must operate with due respect and appreciation for diversity, including professional, gender, culture, and linguistic considerations.

### 2. Tasks

**All-Source analysis** - To effectively and correctly apply current all-source analytical tradecraft to analyse the available information and evidence in relation to alleged crime incidents and patterns and to identify relevant system of command, control, and communications utilised in the commission of the alleged crimes.

**Product dissemination** – To develop and produce finished all-source analytical products that convey the relevant analysis in support of the current investigation. All analytical products shall comply with the OTP analytical standards for report drafting, sourcing, critical thinking, source evaluation and accuracy.



**Teamwork** – To participate in the work of the Unified Teams, including: cooperation with fellow analysts, investigators, lawyers and other colleagues, and participation in relevant meetings and briefings.

To provide the investigators and team leadership with professional advice, knowledge and insights as to the application and capabilities offered through all-source analytical work and capabilities. To support the lead analyst in the development of the team analytical staff and capability and the development of the team RFIs, analytical production and collection plans.

**Testimony** – When required, to testify in court and convey before the Judges of the ICC the relevant analysis, on the basis of specific items of evidence and analytical products. To address examination by the Prosecution and cross-examination by the Defense with high standards of integrity and accuracy.

### 3. Qualifications and skills

#### Education and experience

- University degree in Intelligence and Security Studies or relevant field and certified training in analysis techniques
- Military or civilian background equivalent to ranks E7-9 and grades O2-4
- Junior Grade (Trained and experienced with 2-3 years OJT)
- Immediate Grade (Trained and experienced 3-5 years OJT)
- Experience in operating in high-risk environments following strong security protocols

#### Knowledge, skills, abilities, and competencies

##### *Essential*

- **Analytical techniques** – Including critical thinking, structured intelligence analysis techniques, processing of large amounts of complex information with appropriate software and databases, data collation and integration techniques, analytical report drafting, critical source evaluation (credibility, reliability, etc.), crime pattern analysis (crime statistics, typologies, timelines, geographical analysis, etc.) , network analysis,



production of analytical charts, analysis of documentary records (content and meta-data), and analysis of communications (phone Call Data Records, e-mail traffic, seized devices, intercepts, etc.)

- **Analytical software** – Including relational databases, tools to chart entities and relationships, OSINT, and GIS (Geographic Information Systems)
- **Confidentiality** – Ability to keep strict confidentiality and information-security standards
- **Communication and cooperation** – Ability to communicate effectively with relevant partners and networks, to meet deadlines, and to cooperate within a multi-cultural and multi-disciplinary environment
- **Organisation** – Effective organisational skills that allow for flexibility, adaptability and problem-solving under stressful conditions
- **Languages** – Proficiency in at least in one of the working languages of the Court, English or French. Working knowledge of the other, or of languages specifically relevant to ongoing investigations, is considered a strong asset. Knowledge of another official language of the Court (Arabic, Chinese, Russian, and Spanish) is considered an asset
- **Field deployment** – Ability to participate in field missions and comply with relevant operational and security standards if deployed on mission. (Note: not all All-Source Analysts will need to deploy)

#### *Useful but not required*

- **Law** – Understanding of the substantive law (focus on International Humanitarian Law, and ICC Elements of Crimes) and procedural law (ICC Statute and Rules of Procedure and Evidence)
- **Investigative experience** – Investigative experience (disciplinary, criminal, financial, etc.), is useful for the investigation of international crimes (war crimes, crimes against humanity, genocide)