

# RECRUITMENT OF NEW GENERAL COUNSEL

Announcement of recruitment campaign for General Counsel

**The position of General Counsel of the International Association of Prosecutors (IAP) will be vacant from 1 January 2026.**

The IAP is the only worldwide organisation of prosecutors and is non-governmental and non-political. The IAP provides inspiration, networking opportunities, and professional development resources to more than 250,000 prosecutors in all regions of the world.

We offer employment in an innovative organisation that sets ambitious targets for network growth, extended delivery of specialist training to prosecutors in all regions of the world, and global implementation of digital platforms for international cooperation. The IAP work environment is flexible, cross-functional, and multicultural, while the everyday work is exciting and challenging, providing great opportunities for personal and professional development. The IAP values team performance while recognising the strength of each staff member's input and involvement.

## **About the position**

The General Counsel (GC) is the Chief Legal Advisor of the International Association of Prosecutors (the Association). The GC is the principal legal professional representative of the Association, responsible for developing and delivering a professional program and providing legal advice and counselling to the Association. The GC is also responsible for safeguarding the Association's reputation by guaranteeing that all operations maintain the limits prescribed by the Articles of the Association.

As General Counsel, you must have:

- A proven record of organisational experience, preferably in a senior position within a prosecuting authority or equivalent governmental organisation
- Substantial experience as an operational prosecutor
- Substantial experience in drafting, reviewing, researching, and negotiating agreements, legal texts, and other formal and informal documents
- Outstanding interpersonal and networking skills

- Excellent communication and diplomacy skills
- Fluency in written and verbal English
- Substantial experience in international cooperation is considered an advantage

Please consult the Job Description for further details of the role and person-specification. The Job Description can be found [here](#).

## **The IAP**

The IAP delivers its objectives through three principal strands of activity, as outlined below.

Firstly, to safeguard the prosecutor's role and their role as a legal officer, the IAP actively advocates prosecutors' functional independence and legal accountability and develops practical responses to challenges to that independence. Furthermore, the IAP monitors threats to the safety and security of prosecutors and supports the development of practical strategies for relevant authorities to respond to those threats. The IAP also manages a worldwide program for prosecutors in difficulty, responding to their requests for assistance when they report facing challenges due to carrying out their prosecutorial duties.

Secondly, the IAP builds and maintains a worldwide community to enable prosecutors to share experiences and challenges in a trusting professional environment. Through annual conferences and regional meetings, training sessions, workshops, and webinars, the IAP routinely brings together frontline prosecutors, specialists, and heads of prosecution services to network, collaborate, cooperate, and share best practices and knowledge. Through our rapidly growing online network, the IAP provides a digital database and platform of prosecution contact points and specialists to facilitate the exchange of information and provision of casework assistance.

Thirdly, the IAP produces the world's leading statements of professional standards of prosecution, as well as best practices and guidelines in relation to a wide range of criminal activity. The IAP also facilitates specialised learning programs in international criminal justice. Areas of focus include mutual legal assistance, counter-terrorism, cybercrime, financial crime, trafficking in persons, international crimes, and crimes of sexual violence.

## **Employment conditions**

The IAP Secretariat is based in The Hague, the Netherlands. However, the General

Counsel can work from another location, subject to the requirement that he/she be available for regular work stays in The Hague. Regular travel to other locations worldwide (which may include weekends) is also expected.

The General Counsel is directly supervised by the Secretary General and supported by the Executive Programme Manager.

The Secretariat is very small, so the General Counsel must be able to work independently with very limited administrative support.

### **Contract Period**

A General Counsel's term is for six years, with eligibility for re-appointment. The position is also open for a shorter term, but cannot be less than three years.

### **Basis of employment**

This position is advertised on a full-time basis. It is primarily open for full-time secondment arrangements between the IAP and a prosecution authority (IAP Organisational Member). Any Organisational Member must bear the secondee's salary cost, pension, and social security contributions. Travel expenses for official business will be funded by the IAP. Before applying, candidates should consult with their respective prosecution authority to ensure that details of any potential offered arrangements are included with the application.

The position is also open to applicants not supported in whole or in part by a prosecution authority. However, any potential appointment in those circumstances would be provisional and wholly contingent on funding being secured and in place before the term of appointment commenced. If funding cannot be secured and put in place, the appointment will not be effective.

Preference will be given to applicants who apply with support, in whole or in part, by a prosecution authority or other authority.

### **Benefits of a secondment**

Seconding a prosecutor to the IAP provides valuable benefits for the Organisational Member and the prosecutor. A secondment is an opportunity for a highly skilled senior prosecutor to develop and expand their professional organisational, leadership and legal skills in a fast-paced and dynamic working environment and an international context. It will enable them to create a deeper insight into working for a global

organisation and to consolidate their communication, networking and collaboration skills. For the Organisational Member, a secondment demonstrates a strong commitment to the objectives and values of the IAP in an international forum. In return, after the end of the secondment, the organisational member will benefit from a prosecutor with an extensive knowledge of different jurisdictions and a unique worldwide spanning network.

### **Conflicts of interest**

The role of General Counsel is being advertised on a full-time basis. It is vital that there is no conflict of interest – actual, perceived or potential – with any other fee-paying or non-fee paying employment that is undertaken by a potential candidate. All candidates are therefore invited to provide brief details of any other fee-paying or non-fee paying employment that they intend to undertake alongside the General Counsel role for consideration by the Leadership Planning Sub-Committee.

### **How to apply**

If you are interested in applying for this position, please send your CV (no more than three pages of A4) together with a letter of motivation setting out why you are applying for the role and how you meet the requirements of the role (no more than 1250 words) to the IAP Secretary General, Roel Dona, via e-mail at [sg@iap-association.org](mailto:sg@iap-association.org). If you are interested in learning more about the nature and requirements of the job, please feel free to contact Roel Dona at +31 627386945 or the present General Counsel, Shenaz Muzaffer, at +44 7967 960430.

### **Closing date**

**Applications will close at 23:59 hours CET on April 1<sup>st</sup>, 2025.**

Please note that applications received after that date/time will not be considered.

Following the closing date, the IAP Leadership Planning Sub-Committee will review the applications received and produce a shortlist of selected candidates. The shortlisted applicants will be invited for an interview either at the IAP Secretariat in The Hague or through a virtual platform. Interviews will take place in May or June 2025 on a date to be confirmed.

Providing and requesting references can be part of the procedure at each stage.

The International Association of Prosecutors  
February 2025