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**Sixth session**

New York

30 November to 14 December 2007

**Election of the Registrar of the International Criminal Court****Note by the Secretariat**

1. Under the terms of article 43, paragraph 2, of the Rome Statute of the International Criminal Court, the Registry of the Court is to be headed by the Registrar, who shall be the principal administrative officer of the Court. Pursuant to paragraph 3 of the same provision, the Registrar shall be a person of high moral character, be highly competent and have an excellent knowledge of and be fluent in at least one of the working languages of the Court.

2. Rule 12 of the Rules of Procedure and Evidence<sup>1</sup> provides, in paragraph 1, that “as soon as it is elected, the Presidency shall establish a list of candidates who satisfy the criteria laid down in article 43, paragraph 3, and shall transmit the list to the Assembly of States Parties with a request for any recommendations.”

3. Upon receipt of any such recommendations from the Assembly of States Parties, the judges, acting under the terms of article 43, paragraph 4, of the Rome Statute, and in accordance with the procedure laid down in paragraphs 2 and 3 of rule 12 of the Rules of Procedure and Evidence, shall, as soon as possible, elect the Registrar by an absolute majority by secret ballot, taking into account the above-mentioned recommendations of the Assembly of States Parties.

**First election**

4. By a letter dated 15 April 2003<sup>2</sup>, the President of the International Criminal Court, acting pursuant to article 43, paragraph 4, of the Rome Statute and rule 12, paragraph 1, of the Rules of Procedure and Evidence, submitted to the President of the Assembly of States Parties the names and statements of qualifications of two candidates for the post of Registrar.<sup>3</sup>

5. On 23 April 2003 the Assembly adopted by consensus recommendation ICC-ASP/1/Recommendation 1, that the judges should proceed to elect the Registrar on the basis of the list submitted by the Presidency (ICC-ASP/1/11) in accordance with rule 12 of the Rules of Procedure and Evidence.

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\* Re-issued for technical reasons in English only on 17 October 2007.

<sup>1</sup> *Official Records of the Assembly of States Parties to the Rome Statute of the International Criminal Court, First session, New York, 3-10 September 2002* (United Nations publication, Sales No. E.03.V.2 and corrigendum), Part II.A.

<sup>2</sup> ICC-ASP/1/11, annex I.

<sup>3</sup> *Ibid.*, annex II.

6. On 24 June 2003, following the recommendation by the Assembly, the judges meeting in plenary session, in accordance with the procedure laid down in paragraphs 2 and 3 of rule 12 of the Rules of Procedure and Evidence, elected Mr. Bruno Cathala (France) Registrar of the International Criminal Court for a period of five years, beginning on 3 July 2003.

### **Second election**

7. By a letter dated 5 October 2007 (see annex I), the First Vice-President of the International Criminal Court, judge Akua Kuenyehia, acting pursuant to article 43, paragraph 4, of the Rome Statute and rule 12, paragraph 1, of the Rules of Procedure and Evidence, submitted to the President of the Assembly of States Parties the names and statements of qualifications of 10 candidates for the post of Registrar: Ms. Silvana Arbia (Italy); Mr. Richard Chetwynd (United Kingdom of Great Britain and Northern Ireland); Ms. Annunziata Ciaravolo (Italy); Mr. Adama Dieng (Senegal); Mr. John Hocking (Australia); Ms. Blanca Pastor Borgoñón (Spain); Ms. Kalyani Pillay (South Africa); Mr. Klaus Rackwitz (Germany); Mr. Rama Rao Sankurathripati (India) and Mr. Markus Zimmer (Switzerland and the United States of America) (see annex II).

## Annex I

### **Letter dated 5 October 2007 from the Vice President of the International Criminal Court addressed to the President of the Assembly of States Parties to the Rome Statute of the International Criminal Court**

[Original: English]

Further to the President's letter of 5 June 2007 and in his absence, I have the honour to submit to the Assembly of States Parties a shortlist of candidates for the post of Registrar of the International Criminal Court ("the Court") who meet the criteria set out in article 43, paragraph 3, of the Rome Statute of the Court ("the Statute"). This is in accordance with article 43, paragraph 4, of the Statute and rule 12, paragraph 1, of the Rules of Procedure and Evidence ("the Rules").

From the 97 candidacies received by the Court for the post of Registrar, following a widely publicized vacancy announcement, the Presidency has identified 10 candidates who best meet the requirements set out in the Statute. They are, in alphabetical order, the following:

Ms. Silvana Arbia (Italy);  
Mr. Richard Chetwynd (United Kingdom);  
Ms. Annunziata Ciaravolo (Italy);  
Mr. Adama Dieng (Senegal);  
Mr. John Hocking (Australia);  
Ms. Blanca Pastor Borgeñón (Spain);  
Ms. Kalyani Pillay (South Africa);  
Mr. Klaus Rackwitz (Germany);  
Mr. Rama Rao Sankurathripati (India); and  
Mr. Markus Zimmer (Switzerland and the United States of America).

Copies of the curricula vitae and letters of motivation of the aforementioned candidates are annexed hereto.

The Presidency of the Court kindly requests from the Assembly of States Parties any recommendations that it may wish to make in accordance with article 43 of the Statute and rule 12 of the Rules.

...

(Signed) Akua Kuenyehia

## Annex II

### Alphabetical list of candidates

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### **Annex III**

## **Alphabetical list of candidates, with statements of qualifications**

### **1. Arbia, Silvana (Italy)**

[Original: English]

#### **Letter of motivation**

I have applied for the above mentioned post because from the time I was working for the establishment of the Rome Statute of the International Criminal Court, as member of Italian delegation in the Diplomatic Conference in Rome, in 1998, I have been convinced that only an efficient International Criminal Court and a real implementation of the complementarity, could ensure a sufficient standard of equal justice in the world. Only concrete results and achievements can build trust in a judicial institution.

To that end it is necessary, at the present stage, to develop the policies and procedures of the International Criminal Court (ICC) through the application of best knowledge and expertise.

Having gained experience over 31 years in legal and judicial matters, I am prepared to work efficiently not only in developing the ICC's policies and procedures, but also in implementing those policies and procedures.

It is my view that such development also depends on the capacity of the institution to benefit from the previous experience of the ad hoc Tribunals (the International Criminal Tribunal for the former Yugoslavia [ICTY] and the International Criminal Tribunal for Rwanda [ICTR]). In this regard my eight years of experience in the ICTR could help a coherent transition.

My extensive knowledge of all judicial proceedings could be of specific benefit in establishing external and internal relations with a view to creating a modern and efficient cooperation between the institution and States and external organizations.

As a career judge in Italy, I have supervised the work of the Registry developing its efficiency through the introduction of sophisticated electronic tools and databases.

If I am appointed as Registrar, I will pay special attention to the transparency and efficiency of the institution, in order to gain the trust not only of States but also of individuals.

I would develop and maintain efficiency and transparency in recruitment processes, optimization of resources, in a realistic vision of needs and workplans.

Economy and best practices will be duly considered and applied in all relevant procedures.

As a woman I would have an opportunity to show my capacities and my ability in performing to the satisfaction of all bodies and individuals concerned the duties of the ICC Registrar, working with assiduity and strength for the goals of the ICC.

## **Statement of qualifications**

### **Education**

Laurea in giurisprudenza. Padova University, Italy, February 1976.

Post lauream courses:

- Canadian Human Rights Foundation, Montreal, 1995.
- The Hague Academy of International law, 1991, 1992, 1993.
- Academy of European Law, Florence, 1990.
- International Institute of Human Rights René Cassin, 1989.
- Practice on computerized processing of judicial procedures since 1981.
- Advocacy training, Arusha, December 2001, February 2003.
- Result-based Budget Training, United Nations International Criminal Tribunal for Rwanda (ICTR), Arusha, April 2003.

### **Professional skills and/or expertise**

- Judicial practice as prosecutor and judge
- International law
- Penal law and procedural law
- Human rights
- Juridical database.

### **Relevant main work experiences**

- 1976-1978: Lawyer in a law firm, called to the Bar, Venice.
- June 1979: Accession to the profession of judge and prosecutor through public competitive examination.
- 1979-1982: Judge and public prosecutor, Venice.
- 1983-1988: Judge on criminal and labor cases, Venice.
- 1988-1993: Judge in Rome.
- 1993-1998: Judge of Appeal's Chamber I, on criminal cases (organized crimes at internal and international level, money-laundering, international traffic in drugs, corruption and violation, child abuse).
- 30 June 1999: Promoted to the rank of magistrate of the Supreme Court of Cassation.
- Since 24 October 1999: appointed as Senior Trial Attorney, in the Office of the Prosecutor of the United Nations International Criminal Tribunal for Rwanda (ICTR). From October 1999 to May 2003, 12 new indictments were finalized and confirmed under my responsibility. I have been in charge of 22 pre-trial cases.  
Leading the prosecution of the biggest case before ICTR ("Butare case") with six accused, including a former Minister of Family and Women's Affairs, who is thus far the only woman charged with genocide, crimes against humanity and rape before the international criminal justice system. Leading the prosecution of Seromba case, the first Catholic priest charged with genocide and crimes against humanity and convicted for those crimes.

- 15 December 2001 to 20 December 2002: appointed as Acting Chief of Prosecutions, supervising around 92 staff including 8 trial teams.
- Since 1 July 2007: promoted to the position of Chief of prosecutions involving the direction and management of 12 trial teams, the Evidence Unit, and the Investigations Section.

#### **Other relevant work experiences**

- Lecturer on human rights, LUISS University, Rome (1989-1993).
- Teacher of human rights at police officers' school, Rome (1990-1992).
- Teacher of electronic database "Italgire Find", CED, Court of Cassation (1987-1989).
- Member of the editorial staff of the magazine "I diritti dell'uomo, cronache e battaglie", Rome (from 1989).
- Consultant for NGO CRIC on protection of human rights in illegal immigrations.
- Responsible and co-coordinator of project "Persone senza status" received by the European Commission in the European Year against Racism (1997).
- Appointed as representative of the Italian Ministry of Justice at the International Seminar on "Violence against minors" reporting on "European joint action and Italian law to fight trafficking in human beings and sexual exploitation of children", Madrid 3-6 November 1997.
- Appointed as representative of Italian Ministry of Justice at the Grotius programme - International Seminar on "Crime victims", Rome 27-29 May 1999.
- Appointed as representative of Italian Ministry of Justice at the International seminar on "crime victims in the European Union", Umea, Sweden, 1999.
- Appointed as Expert in Expertise mobilization in Bulgaria on "Money-laundering", by European Commission, Technical Assistance Information Exchange Office- Reference N102, March 1998 (Contract n.012/98).
- Appointed as Italian delegate to the Diplomatic Conference for the establishment of an International Criminal Court, Rome, June-July 1998.
- Guest speaker at the Master on International and transnational crime, Teramo, February 2003.
- Guest speaker at the international seminar on: La ricerca per la pace in Italia, attori, strategie e risorse, Università di Padova, 25 October 2003.

#### **Most relevant publications**

- Essay on police proceedings, I provvedimenti di polizia (Nuovissimo Digesto, Utet, 1986).
- Essay on "La Giurisprudenza italiana e la Convenzione Europea dei diritti dell'Uomo", Rivista internazionale dei Diritti dell'Uomo, Milano, N.1/1999 (European Convention on human rights and domestic Italian law).
- Essay on International Convention on children rights (Edizioniscientifiche italiane, 1994).
- Report on juridical issues about immigrate children "I minori extracomunitari: problemi giuridici", XV International meeting, Child Health Plan '98, Ancona, Italy, 1998-05-28/30, Editor: G.M.Caramia, pp. 83-95.

- Commentario breve ai Trattati della Comunità e dell'Unione europea, edited by Fausto Pocar, published by Cedam, Padova 2001 (commentary sub articles 39/42; 125/130; 136/140).

**Presentations to national and international seminars on the following topics**

- L'elemento oggettivo del sequestro di persona. Linee evolutive della giurisprudenza italiana, XXVII International Course for magistrates, Centro studi Luigi Severini, Perugia, Italy, September 1980.
- Il diritto alla rettifica alla luce delle recenti riforme, XXVIII International Course for magistrates, Centro studi Luigi Severin, Perugia, Italy, September 1981.
- Aspetti privatistici del diritto alla salute, C.I.D.I.S. Conference, Jesolo, Italy, 1981. Istituzione del giudice di pace nell'ordinamento giuridico italiano, XXIX International Course for magistrates, Centro studi Luigi Severin, Perugia, Italy, September 1982.
- Il principio di specialità nell'estradizione, XXX International Course for magistrates, Centro studi Luigi Severini, Perugia, Italy, September 1983
- Banche dati e segreto professionale, INFOLEX, Venezia, Italy, 1987.
- Presentation to the Conference on "Tutela dei diritti umani: il contributo italiano, Session II, Diritto di asilo e motivi umanitari, Rome, May, 1994, ISG, CNR.

**Languages**

- Mother tongue: Italian
- Other languages: Fluency in English  
Fluency in French  
Basic Spanish

## 2. Chetwynd, Richard (United Kingdom)

[Original: English]

### Letter of motivation

I believe most strongly in the rule of law. I also believe that a vital element in any legal system supporting the rule of law is a judiciary which is perceived as being capable of delivering impartial and clear decisions. In a national context it is quite clear that a breakdown of the rule of law can have dire consequences for civil society and government alike. I witnessed this first hand in the Solomon Islands and Sierra Leone. In the former the judiciary was, in the main, well respected. It was not tainted with corruption. Decisions emanating from the courts were generally regarded as fair and honest and were complied with even after the coup in 2000 when every other organ of government collapsed. In the latter the judiciary were seen as part of the earlier problems leading to the 10 year civil war. The courts were thought to be full of political appointees and seen as corrupt with the result that they did not have public respect and they struggled, and still struggle, to maintain their decorum, integrity and authority.

It was also obvious from reactions in Solomon Islands and Sierra Leone that the public wanted “justice” as part of any reconciliation process. It was not a desire necessarily to punish those guilty of offences but there was a need to ensure that those who were victims had somewhere to tell their stories.

In an international context I believe that the International Criminal Court (ICC) is an important part of an international system to support the international rule of law, to uphold the rights and obligations imposed on nations by treaties and conventions (for example the United Nations Convention on the Prevention and Punishment of the Crime of Genocide). In terms of access to justice the ICC is a valuable addition to existing national courts and processes.

The role of a judicial administrator or Registrar is a pivotal one in any court and it should facilitate the work of the judiciary. The role calls for particular skills and I believe I have them.

I have honed my organisational skills over a period in excess of 15 years in difficult situations. I have had to work within tight budgets and to strict deadlines. I have had to build systems using improvisation and innovation because of the lack of resources. I am adept at prioritising the needs of the court.

I have always made sure that the link between the professional members of any court and the support staff are sound so as to enable both to do their work with the minimum of aggravation. I feel it is important to provide the maximum possible assistance to both.

I also think it is crucial to build and maintain links between the court and the “outside world” such as the general public, the media and executive organisations. This promotes transparency and helps avoid any claims of encroachment on national sovereignty. It also assists in sustaining a proactive system in relation to case management and the efficient disposal of work before the court. It develops an appreciation that the court is but part of the process of criminal justice. In my work I have always been mindful of cultural or religious differences.

My work has to date has also involved extensive contact with government bodies and executive members. I have found that an ability to explain things simply and precisely in those situations is invaluable. Indeed, it is an approach which is necessary in all aspects of the work of a Registrar.

I have endeavoured to use modern technology when ever and where ever appropriate. I have found that on occasion modern technology can create additional complications as well as make life easier. I have therefore always tried to use modern technology in simple ways.

In summary, I am confident in my abilities to manage and administer the Court.

### **Statement of qualifications**

Date of birth: 15 February 1950  
 Nationality: British  
 Personal details: Married (no children)

### **Education**

From 1963 to 1969 Trowbridge Boys' High School Trowbridge Wilts. (7 O' levels and 2 A' levels)  
 (In my final two years I was a House Captain and in my final year I was made Deputy Head Boy. I represented the school in athletics, rugby, football, basket ball and swimming)

From 1972 to 1976 Brunel University Uxbridge Middlesex. (Bachelor of Laws)

From 1977 to 1977 Bristol Polytechnic. [Law Society Professional exams (part II)]

**Professional** Admitted to Roll of Solicitors in 1979

**Languages** English – fluent spoken and written  
 French – conversational  
 German – conversational  
 Pidgin – fluent spoken and written  
 Krio – basic spoken

### **Countries of work experience**

- England: as a solicitor at all levels from trainee (Articled Clerk) to partner and on own account
- Solomon Islands: as Registrar of the High Court, Chief Magistrate and Commissioner of the High Court
- Sierra Leone: as Master and Registrar of the High Court of Sierra Leone

### **Specialist fields of expertise**

Judicial administration, resource management, project management, budgeting and financial control, human resources management, mentoring, training, all aspects of the law, aid in developing countries and post conflict situations, mediation, conflict resolution. Computer literate (Linux, Windows NT administrator, competent in Microsoft Office programs, Word Perfect and Open Office, manager of internet and e-mail distribution programs (Wingate and MDaemon), competent in accounts software).

### **Professional Experience**

1977 to 1979 Messrs Trethowans Solicitors Salisbury Wilts  
 (Articled Clerk)

- 1979 to 1982 Messrs J D Leadley-Brown Solicitors Callington Cornwall  
Assistant Solicitor  
Employed to start a litigation department as litigation assistant.
- 1982 to 1983 Messrs Gill Akaster Leest and Russell Solicitors of Plymouth and Plympton Devon  
Manager of a newly opened branch office, in Plympton Devon, specializing mainly in litigation but also involved in all areas of the law.
- 1983 to 1985 Messrs Bennett & Co Solicitors Truro Cornwall  
Litigation manager specialising in criminal defence work but also working in all other litigation fields.
- 1985 to 1989 Partner in Messrs Bennett & Co.
- 1989 to 1991 Solomon Islands Judiciary  
Principal Magistrate Malaita Province. Sitting as a Magistrate dealing with range of offences. Responsible for administering the magistracy and Local Courts in the Province of Malaita. (Funded by the United Kingdom Overseas Development Administration, ODA).
- 1991 to 1992 Registrar High Court and Chief Magistrate Solomon Islands  
Sitting as Registrar which entailed administration of the judicial resources to ensure effective, expeditious and impartial delivery of judicial decisions. (This post was also ODA funded).
- 1992 to 1996 Partner in Bennett & Co Truro and Newquay Cornwall
- 1996 to 1998 Practising on my own account as R D Chetwynd & Co from offices in Newquay Cornwall. A practice specialising mainly in criminal defence advocacy but also working in all other areas of the law.
- 1998 to 2006 Registrar of the High Court and Acting Chief Magistrate Solomon Islands  
The post was funded by the Commonwealth Secretariat under their CFTC scheme. Initially the project was for two years and aimed to improve the management of all the judicial resources by the introduction of best practices and to train and mentor a Solomon Islander to take on the role of Registrar. However, from the middle of 1999 the country was racked by violent civil unrest which culminated in an armed Coup in June 2000. There followed a period of lawlessness and a general breakdown of government. I was asked to extend my contract in order to assist in maintaining a functioning and impartial system of justice. In July 2003 RAMSI, a multinational peace keeping force led by Australia arrived in Solomon Islands. In August 2004 I was able to hand over the posts of Registrar and Chief Magistrate to Solomon Islanders. The Chief Justice again asked if I would stay on to assist him in particular areas of judicial administration. I developed a case management system and a Local Area Network system (LAN) for the High Court which incorporated the recording of proceedings in court. I sat on various committees tasked with development of an holistic solution to enforcement of law and order.

I also sat as a Commissioner of the High Court presiding over a number of cases both criminal (including murder) and civil.

Oct 2006  
to July 2007

Master and Registrar of the High Court of Sierra Leone. Employed by The British Council but working as Master and Registrar for the Government of Sierra Leone. Responsible for administering the superior courts (the Supreme Court, the Court of Appeal and the High Court) as part of a major United Kingdom funded aid project designed to help restore a functioning judiciary following a period of 10 years of civil war. Responsible for managing all the resources of the judiciary, physical and human (300 members of staff including 6 justices of the Supreme Court, 6 of the Court of Appeal, 7 High Court judges and 12 professional magistrates). Ascertaining future requirements for both professional and support staff, preparing job descriptions and organising recruitment where required. Ensuring that buildings, plant and machinery were functioning adequately. Preparing and managing budgets. Oversight of procurement processes to ensure they were fair and transparent. Attending before Parliamentary and Government committees to report on progress in re-building judicial capacity. Regular meetings with individual senior members of Government to discuss requirements of the judiciary.

### **Publications**

Articles and judgments from Solomon Islands published on the Pacific Islands Legal Information Institute web site ([www.pacii.org](http://www.pacii.org)).

### **Other interests**

Golf (present handicap 16), aviation, computing, reading and walking.

### **3. Ciaravolo, Annunziata (Italy)**

[Original: English]

#### **Letter of motivation**

Ever since the Rome Statute was adopted, I have nurtured a strong desire to be a part of the International Criminal Court in order to be in a position to make a specific contribution to the work of a permanent judicial institution engaged in task of propagating universal respect for human rights. The position of Registrar would enable me to place my professional and ethical experience at the service of the Court, so helping in its further development and in its mission to disseminate a culture of international justice.

My 25 years of experience have touched on all aspects of the judicial sector and have included serving as judge and public prosecutor at the national and international levels. I have also held senior managerial positions in the administration of judicial institutions in Italy and as Chief International Prosecutor and Deputy Director/Acting Director of the Department of Justice (DOJ) in the United Nations Mission in Kosovo. My work with the Office of the Director of DOJ and as Chief International Prosecutor has involved close cooperation with a wide variety of international stakeholders and has required responding to political realities as well as judicial issues. My wide-ranging judicial and organizational experience would enable me to make a valuable contribution to the important mandate of the International Criminal Court (ICC).

I have a keen interest in judicial institutions and am passionately committed to their development. As Head of the newly established Kosovo Special Prosecutor's Office, I have experienced the many challenges involved in capacity-building, working with local and international stakeholders and setting up the infrastructure required to allow a judicial institution to flourish.

Being driven by a passion for the principles on which this Court was founded and possessing a great desire to see its mission fulfilled, I would be extremely happy to form a part of this institution, an organization which represents a fundamental stage in both the application and the promotion of a policy of international justice.

I am confident that my proven capacities in the judicial sector, my ethical and interpersonal skills and my experience in creating team spirit in a multicultural environment would enable me to make a significant contribution to the development of the Court as Registrar.

#### **Statement of qualifications**

#### **Professional experience**

To date I have 25 years' experience in the judicial sector.

- July 2005 to present:

Deputy Director of the Department of Justice and Chief International Prosecutor in the United Nations Interim Administration Mission in Kosovo, UNMIK (D-1 post).

As Deputy Director of DOJ, I provide expert advice to the Director on the substantive and operational management of 7 (seven) divisions. I advise on strategy and policies in a wide range of areas in the justice sector, including but not limited to administration and transition of detention facilities, witness protection issues, building local judicial institutions, and the implementation of international human rights standards. I contribute to drafting judicial legislation on the future status of the judiciary; cooperate with the local Minister of Justice and advise him on areas under his responsibility (penitentiary administration and administration of the Public Prosecutor Office of Kosovo); represent the DOJ, at the request of the Director, at meetings with varied stakeholders, including other UNMIK departments, United Nations agencies, including the International Criminal Tribunal for the former Yugoslavia (ICTY), Kosovo police and judicial institutions, Provisional Institutions of Self-Government (PISG), international NGOs, foreign authorities, NATO's Kosovo Force (KFOR) and donor agencies. I have also served as Acting Director of DOJ carrying out the functions of Director, a D-2 post, for approximately nine months since July 2005.

As Acting Director, I also supervised DOJ's support and contribution toward the visit of the Security Council to Kosovo in April 2007. As Chief International Prosecutor, I oversee the work of the Office of the International Prosecutors, who investigate and prosecute the most serious criminal offences in Kosovo, including war crimes. I oversee the establishment and development of the Kosovo Special Prosecutor's Office (KSPO), which is a capacity-building project with the aim of setting up a Specialized Public Prosecutor's Office in Kosovo responsible for investigating and prosecuting the most serious criminal offences in Kosovo. I am member of the UNMIK Witness Protection Task Force, which is tasked with finding short-term and medium-term solutions to the provision of services to witnesses in need of protection.

- July 2004 to July 2005

International judge to UNMIK

I resumed the position I held with UNMIK from February 2003 to December 2003 (prior to returning to Italy for a brief period to carry on my functions as a Public Prosecutor from January 2004 to July 2004). My duties were the same as those described below in my previous employment with UNMIK as an International Judge. During this tenure as an International Judge, I presided over a trial against 5 defendants charged with war crimes. I also presided over the Conditional Release Commission (CRC), to which prisoners can apply for early release after having served half their sentence. During this period, there was a significant reduction in the backlog of cases (down from 244 to 34 cases in six months). As member of the Kosovo Judicial and Prosecutorial Council, I dealt with appointments, transfers, promotions and disciplinary procedure regarding judges, lay judges and prosecutors.

- 1 January 2004 to July 2004

Public prosecutor in the "Procura Distrettuale Antimafia" of Milan (Italy)

I resumed my previous position as Public Prosecutor at the Milan Court in the Antimafia Division, with specific responsibility for investigations and prosecutions of crimes involving enslavement, trafficking in human beings, mafia murder, kidnapping, conspiring to smuggle drugs. During this period I headed investigations in about 120 cases. One of these cases involved 16 defendants. In addition, I successfully convicted 20 defendants facing 56 counts of criminal conspiracy to smuggle drugs.

- February to December 2003

International judge in UNMIK

I had specific responsibility for investigations and for overseeing the trials. In particular I carried out the role of investigating judge and judge in the International

Court of Pristina up to the Appeal Court and dealt with war crimes, inter-ethnic crimes, terrorism, organized crime I also acted as presiding judge. I have served as President of the Conditional release Commission and member of the Kosovo Judicial and Prosecutorial Council.

- February 1997 to February 2003

Public prosecutor at the Public Prosecutor Office of Milan and Public Prosecutor at the Direzione Distrettuale Antimafia of Milan.

From February 1997 I was public prosecutor at the Milan Court dealing with cases involving sexual violence against adults and minors, illegal immigration, prostitution, homicide, smuggling of weapons, organized crime, money-laundering, corruption, kidnapping, extortion and many other crimes.

In October 1999 I was also appointed to the Anti-mafia Division of Milan with specific responsibility for investigation into the mafia (including the new foreign mafia, which are particularly active in the area of trafficking in human beings. I had responsibility for preventive measures, including the confiscation of significant assets, against persons suspected of links to the mafia and drug-smuggling cartels.

During this period around 1,500 investigations were directed and concluded regarding organized crime, international organized drug-smuggling organizations, trafficking of human beings, arms trafficking, prostitution, murder, illegal immigration, smuggling, kidnapping, slavery, libel, corruption and abuse of authority. These cases included the conclusion of 240 investigations regarding sexual abuse of women and minors.

I supported the prosecution in over 1,000 trials dealing with organized crime, international drug-smuggling organisations, trafficking of human beings, arms trafficking, prostitution, murder, illegal immigration, smuggling, kidnapping, enslavement, libel, corruption, abuse of authority, sexual abuse of women and children.

I prosecuted the first case in Italy of a charge of serious bodily harm against an Egyptian father who circumcised his daughter, and directed the investigation of the first case in Italy of sexual abuse committed by an HIV-positive person who recruited his victims using classified ads in a newspaper. As the person responsible for the Sidda-Sidna data bank, I coordinated data collection for the Milan area and the research of data regarding all the other investigations concerning organized crime carried out by the Anti-Mafia divisions from other parts of Italy.

As an additional duty, from 2000 to 2003, 183 cases were investigated and prosecuted regarding measures to be taken against persons suspected of links with the mafia and drug-smuggling cartels. This involved seizing assets to the value of around €100 million and imposing an obligation to reside in a specific area and not to travel to other areas. Of these, 104 concluded with these measures being imposed.

Promoted and drafted a memorandum of understanding to enable direct cooperation between Italy and the United States regarding investigations into international crime, particularly in relation to terrorism, organized crime, trafficking in human beings and drugs trafficking.

I also worked with various foreign judicial in the field of international judicial cooperation.

I was responsible for many foreign and Italian witnesses who had turned Queen's evidence, some of whom were subject to witness protection programmes. I also held responsibility for the Sidda-Sidna databank, coordinating data collection for the Milan

area and research of data regarding all other organized crime investigations carried out by the Anti-Mafia divisions from other parts of Italy. I also worked with various foreign judicial and police authorities in the field of international cooperation. I was responsible for several witnesses who turned Queen's evidence, some of whom were subject to witness protection programmes. Further I managed the protection programmes for various witnesses in proceedings regarding the trafficking in human beings.

- March 1983 to February 1997

Judge at the District Court of Milan (Italy)

During my period as criminal court judge, my tasks involved dealing with organized crime (including the Mafia), drugs trafficking, arms smuggling, kidnapping, crimes involving public administration, crimes against the person and property, financial crime and other crimes under the jurisdiction of the Court.

I organized and directed the formation and development of the 'Sezione Autonoma Misure di Prevenzione Antrimafia' (Special Division for Anti-mafia Preventive Measures), one of the first to be created in Italy, investigating and concluding around 300 cases regarding measures to be taken against persons suspected of links with the mafia and drug-smuggling cartels. This involved seizing assets with a current-day value of approximately €300 million and imposing an obligation to reside in a specific area and not to travel to other areas. During the time needed to ascertain the illegal origin of the confiscated assets, these are managed in such a way as to increase their value. One of these cases involved managing assets including a property company, a five-star hotel and a holiday resort with a current value of around €100 million, seized from two people suspected of belonging to a mafia-type organization. This was one of the first applications of the law on preventive measures aimed at combating the mafia. Managing these assets involved resolving complex questions of company, commercial and bankruptcy law along with establishing and maintaining relations with employees of the hotels and their union representatives and so involving questions of employment law and social security.

I was also a judge in the Section for the Judges for the Preliminary investigations dealing with organized crime, murder, crimes involving public administration, crimes against the person and property, financial crime, trafficking in human beings and drugs, and other crimes. I have also worked with various rogatory commissions for foreign judiciary.

In the Civil Division, I was involved in property contract, inheritance and family law.

I was General Secretary to the President of the Court of Milan assisting the President in all aspects of the Court, which was composed of around 200 judges. This involved the allocation of human and logistic resources to the various divisions; establishing the criteria for assigning cases to the appropriate divisions; acting as a link between the President and the judges; following the procedures for promotion of judges; representing the President when delegated to do so in relation to other departments in the judicial offices.

## **Further professional experience**

From 1993 to 1997 I was a member of the Equal Opportunities Commission of the Italian High Council for Judges and Prosecutors (the constitutional body governing organizational and disciplinary questions regarding judges and prosecutors). During my time there, I was responsible for introducing specific provisions for women judges during maternity which were subsequently adopted by all the courts and prosecutor's offices in Italy.

I note that I have authored numerous publications on aspects of criminal law for various Italian legal journals, including 'Diritto Penale e Processo', 'Giurisprudenza di Merito' and 'Guida al Diritto'. I have also been a contributing commenting editor for the 'Codice Penale e di Procedura Penale' – the official manual of the Italian Criminal Code. In the course of my career I have also been responsible for the training of many future magistrates for the roles of public prosecutor and judge.

## **Education and professional training**

### **Education**

- Senior High School specializing in science education.
- Advanced University degree in Jurisprudence (principal subjects: Constitutional law, civil law, criminal law, law on criminal procedure, civil procedural law, commercial law, international law, administrative law, inheritance law, family law).

### **Trainings**

- Two week residential course in Sweden on 'Civilian Aspects of Crisis Management – Second Rule of Law Course', organized by the European Commission in April 2004.
- Participation at regular training courses organised by the Italian High Council for Judges and Prosecutors (CSM) which have included:
  - European Court for the Human Rights jurisprudence;
  - Financial penal law;
  - Company finance;
  - Responsibility in fraud cases;
  - Argumentation and persuasion techniques;
  - Developments in European Community law;
  - Videoconference workshop on cross-border questioning of witnesses/defendants in cases of organised crime. European experience and prospective for international co-operation;
  - Investigative techniques for combating organised crime;
  - Investigative techniques in homicide crime;
  - The new role of the judge of the first instance;
  - The role of 'intention' in the criminal act;
  - Civil trial law.

## **International cooperation**

I participated in residential international exchange programme organized by the United States State Department. I was closely involved in the day-to-day activity of the federal judiciary. The aim of the programme was to pool and exchange experience and knowledge relating to the crimes of illegal immigration, trafficking in human beings, trafficking in drugs at an international level and money-laundering.

Under my direction, a protocol was set up to enable direct cooperation between Italy and the United States regarding investigations into international crime, particularly in relation to trafficking in drugs and terrorism with the view of extending this to other areas.

**Foreign language and IT skills**

- English: advanced. Studies have included general and legal English along with the British Legal system
- French: intermediate
- Spanish: basic

Very good command of Microsoft Office Suite and Lotus Notes Suit along with customized database programmes.

#### **4. Dieng, Adama (Senegal)**

[Original: English]

##### **Letter of motivation**

I have the honour and privilege to hereby express my interest in serving the International Criminal Court (ICC). Since 1 March 2001 to present date I have been assuming the functions of Registrar of the United Nations International Criminal Tribunal for Rwanda (ICTR) with the rank of Assistant Secretary-General of the United Nations. In this capacity, I am responsible for the administration and servicing of the ICTR. I am currently serving a second four-year term, which expires in February 2009. During my present tenure, I have successfully revitalized, streamlined and updated the Tribunal's operations in the discharge of its historic mandate. My ability to provide effective and efficient judicial, legal and administrative support to the Arusha Tribunal's other components (the Judges, the Prosecutor, and Defence Counsel), to lead the ICTR Administration and to undertake numerous managerial reforms and improvements in the administration of judicial proceedings earned me in February 2005 an unprecedented and historical re-appointment by the United Nations Secretary-General for an additional four-year term as Registrar of the ICTR.

The role and functions of the Registry of any International Criminal Court are wide ranging and encompass the support of the judicial activities of the Court, the management of victims and witnesses and the administration of the Legal Aid System for indigent accused persons. My strong knowledge in the management of such a robust institution coupled with extensive experience as well as unique qualifications and competencies, which fully match the requirements for such a position, are the underlining factors that lead me to offer my dedication and humble services for the consideration of the honourable representatives of the States Parties.

At this critical juncture of the ICC, which faces global challenges, it is my sincere belief that a humble servant of my experience and calibre will certainly be a great asset in the pursuit of the consolidation of the gains made by the ICC in its early years. I am confident that, if given the opportunity to serve the ICC, I shall bring to it the following values, competence and best practices that will immensely assist in the discharge of the mandate of the ICC Registry:

- Well-tested practical experience in the management of an international criminal tribunal;
- Effective communication and drafting skills in two official languages (French and English) of the ICC;
- Excellent negotiation abilities and strong advocacy skills;
- Wide political and professional network;
- Respect for diversity, team player and interpersonal skills;
- Leadership, integrity, imagination and vision;
- Loyalty, reliability, and good coordination skills.

**Statement of qualifications**

Since 1 March 2001 to present, I have been assuming the functions of Registrar of the United Nations International Criminal Tribunal for Rwanda (ICTR) with the rank of Assistant Secretary-General of the United Nations. In this capacity, I am responsible for the administration and servicing of the ICTR. I am currently serving a second four-year term. During this tenure, I have successfully revitalized, streamlined and updated the Tribunal's operations in the discharge of its historic mandate.

I began my professional career at the national level in Senegal as Registrar of the Regional Court of Tambacounda and the Labour Court of Kaolack (1973-1976). I was later promoted and served from 1976 to 1982 as Registrar of the Supreme Court of Senegal.

In July 1982, I started my international career by joining the International Commission of Jurists in Geneva, Switzerland, as Legal Officer for Africa until October 1990. In 1990, I was appointed as Secretary General of the International Commission of Jurists (ICJ) and successfully served two five-year terms. It is widely acknowledged that much has indeed been achieved under my leadership. During my tenure, the Commission contributed immensely to the elaboration of various international instruments and strengthened cooperation with key continental and international institutions such as the former Organization of African Unity (OAU) and the Council of Europe. As an international lawyer and well-acclaimed human rights expert, I devoted a great part of my professional career to the triumph of human rights, the rule of law and good governance. I served as legal consultant and expert to many international organizations including UNESCO, UNITAR, the Ford Foundation, l'Agence Internationale de la Francophonie, the International Committee of the Red Cross, the United Nations Centre for Human Rights, the Organization of African Unity, the African Commission for Human and Peoples' Rights, the International Centre for Human Rights and Democratic Development (Canada) and the European Commission.

Prior to my current appointment I served in various capacities: United Nations Independent Expert on Haiti; AIF Expert on Legal and Judicial Cooperation; Expert on Conception, Implementation or Evaluation of Projects relating to the Rule of Law, Democracy and Human Rights; Training on Electoral Law; Legal Columnist; Editor of "Review", a legal journal of the International Commission of Jurists. Elected Chairperson of the Editorial Group to assist the International Panel of Eminent Personalities to investigate the 1994 Genocide in Rwanda and the Surrounding Events (IPEP); Former Envoy of the United Nations Secretary-General to Malawi for mediation between the Government and the Opposition; Trial Observer and Head of various human rights fact-finding missions.

I am a former member of the Board of Directors of International IDEA; the Executive Board of Africa Leadership Forum; the Board of Directors of International Institute of Human Rights; the Governing Council of the African Centre for Democracy and Human Rights Studies; the Advisory Council of International Human Rights Law Group; and the Advisory Council of International Service for Human Rights; former President of the Martin Ennals Foundation and Founder of the Arusha-African Union-NEPAD Human Rights Trust Funds. I am a member of the UNESCO international Advisory Committee on Poverty and Human Rights.

Born on 22 May 1950 in Dakar, Senegal, I am a graduate of the Training Institute in Law and Administration, CFPA of Dakar-Senegal, and of the Research Centre of The Hague Academy of International Law in the Netherlands. I am married with children and am a native Pulaar and Wolof speaker. I am above all very fluent in French and English and I have an intermediate working knowledge of Spanish. I am

very conversant with Internet applications and I possess advanced computer skills, including proficiency in MS Office programmes (word-processing).

### **Publications and key achievements**

I am the author of many legal and political articles in both French and English languages. Appearing hereunder is a list of articles, speeches and publications:

- Le Monde d'à côté ou l'univers des prisons (Prisons in Senegal) in "Le Soleil", Dakar, 1979.
- Le droit à la communication, in "Symbiose", Dakar, 1982.
- Self-reliant Development in Senegal: Myth or Reality, in "Ideas & Action", 1985.
- Torture in Africa, in "SOS-Torture Bulletin", 1986.
- La protection des biens culturels et la protection de l'individu, Editions Nagard, Roma, 1986.
- Human Rights in Africa, in "Transnational Associations Review", 1985.
- Le rôle social des juristes, in "Juriste International", Revue de l'Union internationale des avocats, 1986.
- Refugees, Law and Development, Editions S.I.A.S., Uppsala, 1987.
- The African Commission on Human and Peoples' Rights, in SOS-Torture Bulletin, Geneva 1987.
- Les Services juridiques en milieu rural (Afrique de l'Ouest), ICJ, Geneva, 1987.
- Le "droit de vivre" dans le contexte africain, Editions Bruylant, Bruxelles, 1988.
- Practical Guide to the International Procedures, WOAT, Geneva, 1988.
- Promotion et diffusion du droit international humanitaire dans le contexte africain, in "Les Annales de Droit Médical", Monaco, 1988.
- Les Services juridiques en milieu rural (Afrique centrale), (editor) ICJ, Geneva, 1989.
- Nord-Sud, emergenza del mondo - Quale cooperazione per quale sviluppo, Editions C.E.F.A., Bologna, 1989.
- Assistance juridique aux populations rurales, "Afrique Contemporaine", Ed. Documentation Française, December 1990.
- Legal Remedies and the Role of an Independent Judiciary, IIDH, 1992.
- The Independence of the Judiciary, CIJL Year Book, 1992.
- La protection des réfugiés dans le Tiers-monde, Institut des Hautes Etudes Internationales, 1992.
- Problèmes de droits de l'homme dans une Europe élargie, "La Gazette du Palais", Paris, 1992.
- Le droit à la vie, Editions CID, Genève 1992.
- New Frontiers of International Human Rights Protection, ICJ, 1992.
- La protection régionale des droits de l'homme du point de vue d'une ONG, Bruxelles, 1992.
- The International Covenant on Civil and Political Rights, ICJ, 1993.
- Nature of Conflicts, in Africa Today, ICJ, 1993.
- NGO Access to the United Nations Human Rights Procedures, ICJ, 1993.
- La lutte contre la barbarie: humanitaire ou humilitaire, North/South, 1993.
- The Role of Lawyers and Judges on the International Stage, Martland Lectures, 1993.
- Développement et valeurs démocratiques, Le Courrier, February 1993.
- Réflexions sur la Charte africaine des droits de l'homme, ICJ, 1993.
- L'action du système des Nations Unies et le droit à l'assistance humanitaire, SHS-95/CONF.805, UNESCO, Paris.
- Democracy and the Rule of Law, Indian Review of International Law, 1994.
- The Quest for Democracy - which way forward for Africa, International Press Institute (IPI), 1994.

- The Civilian Judicial System in the West Bank and Gaza: Present and Future, ICJ/CIJL, June 1994.
- L'Organisation internationale du travail et la justice sociale, ILO, 1994.
- Addressing the Root Causes of Forced Population Displacements in Africa: A Theoretical Model, International Journal of Refugee Law, 1995.
- La mise en oeuvre du droit international humanitaire: les infractions et les sanctions ou quand la pratique désavoue les textes, in Law in Humanitarian Crises, European Commission, 1995.
- La question des migrants sur le continent africain, San Remo Institute 1996.
- Promouvoir le respect des droits de l'homme à travers les programmes de développement, OCDE 1996.
- Nigeria and the Rule of Law, ICJ, 1996.
- Laws of Freedom, in Commonwealth Currents, Vol. 4, 1997.
- Democratisation and the Rule of Law in Kenya, ICJ April 1997.
- Economic, Social and Cultural Rights: A compilation of Essential Documents, International Commission of Jurists, November 1997.
- Role of Judges and Lawyers in Defending the Rule of Law, in FORDHAM, International Law Journal, Volume 21, December 1997, Number 2.
- Universalité des droits de l'homme et diversité économique, sociale et culturelle, Institut universitaire des hautes études internationales, Avril 1998.
- Intellectual Property and Human Rights, published by WIPO, November 1998.
- Interface between Global and Regional Protection of Human Rights: An African Perspective, Baywood Publishing Co. Inc, December 1998.
- L'influence de la Déclaration universelle des droits de l'homme sur les processus de démocratisation en Afrique, OPAD, February 1999.
- Corruption and Impunity: Obstacles to the effective Enjoyment of Economic, Social and Cultural Rights, ICJ and African Development Bank, April 1999.
- La Convention de l'OUA sur les aspects propres aux problèmes des réfugiés en Afrique: les défis 30 ans après, UNHCR, Juin 1999.
- La coopération au développement et le respect des droits de l'homme, Leçon inaugurale prononcée le 5 juillet 1999 à l'Institut international des droits de l'homme (Institut René Cassin - Strasbourg).
- The existence of universal values vis-à-vis their relationship with western values, Swiss Training Centre for Negotiation, November 1999.
- The Contribution of NGOs to the Prevention of Human Rights Violations, Marangopoulos Foundation for Human Rights, April 1999.
- Globalisation and the Rule of Law, in ICJ Review, N° 61, 1999.
- Post-modern Insurgencies: Political Violence, Identity Formation and Peacemaking in Comparative Perspective, Foreword published by Macmillan Press Ltd (UK) and St. Martin's Press Inc. (USA), 2000.
- Unsigned papers were published in the ICJ Review - e.g. Expulsions in Africa, Slavery in Mauritania (reprinted in Human Rights Reporter), Rules of Procedure of the African Commission, Commentaries, Book Review, etc.
- Africa and the Globalisation of Justice, West Africa Magazine, August 2001.
- International Criminal Justice: From Paper to Practice – A Contribution From The International Criminal Tribunal For Rwanda To The Establishment Of The International Criminal Court, in Fordham International Law Journal, Volume 25, March 2002, Number 3.
- Justice without borders, In the Lawyer, Monthly Journal of the Law Society of Kenya, April 2002.
- Africa and the Rule of Law, in West Africa Magazine, N. 4344, September 2002.
- From Human Rights to International Criminal Law, Martinius Nijhoff Publishers, 2007.
- Link between Poverty and Human Rights: Foundation and ethical imperative, UNESCO, 2007.

- The Value of Customary International Law in the Light of The recent Emergence of non-State Actors as Subjects of International Law (to be published in the 2007 Volume of The African Yearbook of International Humanitarian Law).

### **Professional achievements**

- In 1997, during my tenure as Secretary-General of the International Commission of Jurists (ICJ) and on the occasion of the 10th anniversary of the Limburg Principles, the Commission convened a meeting of more than thirty experts to elaborate on this instrument. The resulting Maastricht Guidelines accomplished this task by expanding upon the nature, scope and appropriate remedies for violations of economic, social and cultural rights.
- In the 1990s, under my leadership a series of important international developments took place as a result of initiatives by the Commission. These included the United Nations Declaration on the Protection of All Persons from Enforced Disappearance and the recommendation by the Programme of Action of the World Conference on Human Rights in Vienna to work on the setting up of an International Criminal Court. This was the direct result of an international conference on impunity, organized by the Commission under the auspices of the United Nations in 1992, which adopted an appeal asking the Vienna conference to "set up an international penal tribunal ... in order to finally break the cycle of impunity."
- Under my drive the Commission also initiated the drafting of the set of Principles for the Protection and Promotion of Human Rights through Action to Combat Impunity and the Basic Principles and Guidelines on the Right to a Remedy and Reparation for Victims of Violations of International Human Rights and Humanitarian Law, both under examination at the United Nations Human Rights Commission.
- Of particular note, I led the Commission in spearheading the creation process of many human rights non-governmental organizations; launched rural development programmes that provided legal services to developing nations; conducted in-depth rule of law country examinations in Tibet and Pakistan; and consolidated the Commission network in the defence of the independence of the judiciary in countries where Judges and lawyers were harassed and/or persecuted.
- I served as Guest Lecturer in International Law and Human Rights at the following international academic institutions: International Institute of Human Rights (Strasbourg), France; Henry Dunant Institute (Geneva), Switzerland; Catholic University of Lyon, France; University of Galway, Ireland; University of Natal, South Africa; École Internationale de Bordeaux, France; University of Essex, United Kingdom; University of Calgary, Canada; Institut Universitaire d'Études du Développement, (Geneva), Switzerland; University of Witwatersrand, South Africa; École de la Magistrature, France; Graduate Institute of International Studies (Geneva), Switzerland; University of Colombo, SriLanka.
- My ability to provide effective and efficient judicial, legal and administrative support the Arusha Tribunal's other components (the Prosecutor, the Judges and the Defence Counsel); to lead the ICTR Administration and to undertake numerous managerial reforms and improvements in the administration of judicial proceedings, earned me in February 2005 a re-appointment by the

United Nations Secretary-General for an additional four-year term as Registrar of the ICTR. This re-appointment has never before been offered to any of my predecessors.

## 5. Hocking, John (Australia)

[Original: English]

### Letter of motivation

I have the honour to submit my candidature for the position of Registrar of the International Criminal Court (ICC).

The International Criminal Court is moving into a new phase. It is starting to commence trials and faces complex challenges not seen by other international courts. I wish to bring my extensive legal, managerial and leadership experience to the Court, and work with the President and the Prosecutor to lead the ICC forward, to solidify its achievements and firmly secure its position as the permanent court of international criminal justice in the world.

The Registry of the ICC plays a critical role in ensuring full respect for the rights of the accused and the protection of witnesses, whilst balancing the interests and expectations of the international community. I have the skills and experience to lead the Registry and to ensure that it provides the effective, and efficient services necessary to support the Judges, the Prosecution and the Defence in the performance of their duties. This includes:

- Over 20 years of progressively responsible legal, leadership and managerial experience undertaken with a number of national and international institutions at both the governmental and inter-governmental level.
- Over ten years with the United Nations International Criminal Tribunal for the former Yugoslavia (ICTY), including three years in my current position as Deputy Registrar, providing leadership and vision to the Tribunal, resolving the myriad of challenges an international court presents on a daily basis and ensuring that it functions expeditiously, observing the highest standards of fairness and due process.
- A proven ability to manage change in a large organisation – both with an organisation that is increasing in size and currently with the sensitive issues related to downsizing. I have worked with the ICTY as it has grown from 11 judges and 200 staff to 28 judges and 1,200 staff today. Under my leadership, the ICTY Registry has undergone significant reforms to enable it to successfully support its busiest ever trial schedule.
- Extensive experience in the management and implementation of budgets (the ICTY's yearly Budget is approximately US\$150 million), and enhanced diplomatic and liaison skills, experience with media policy and the ability to work in both of the official languages of the ICC.
- Extensive experience with the management of trials and appeals from both the ICTY and the International Criminal Tribunal for Rwanda (ICTR).

To be a successful Registrar, it is necessary to have a combination of excellent managerial and leadership skills coupled with incisive legal analysis and judgment. I believe I have this and a proven ability to create an environment that enables staff to develop to their fullest potential and that ensures the most effective utilization of limited resources.

The Registrar is one of the key leaders at the International Criminal Court. An organisation is defined by its leaders both in terms of its substantive output and ethos, and they will ultimately determine its success or otherwise. I am extremely enthusiastic about the prospect of becoming the second Registrar of the International Criminal Court.

### **Statement of qualifications**

Date of birth: 6 August 1957

Nationality: Australian

### **Professional experience**

- August 2004 to present  
Deputy Registrar  
United Nations International Criminal Tribunal for the former Yugoslavia, The Hague  
Provide leadership and vision to the ICTY; directly responsible for the management of all court related sections (approximately 400 staff) including Chambers Legal Support, Victims and Witnesses, Court Management, Detention Unit, Defence Counsel Unit including legal aid, and Translation and Interpretation services; advise President, Judges and Prosecutor in support of proceedings; act as Registrar who has ultimate responsibility for the administrative functioning of the entire Tribunal (approximately 1,200 staff and an annual budget of US\$150 million).
- January 1999 – August 2004  
Senior Legal Officer  
United Nations International Criminal Tribunal for the former Yugoslavia, The Hague  
Provide legal and administrative advice to the seven Appeal Judges of the ICTY and International Criminal Tribunal for Rwanda (ICTR) Appeals Chambers; lead research and drafting teams; develop and implement substantive work programme.
- March 1997 – December 1998  
Legal Officer  
United Nations International Criminal Tribunal for the former Yugoslavia, The Hague  
Lead the team of lawyers supporting the judges of the 18 month multiple-accused Celebici trial.
- 1994 – 1997  
Senior Policy Adviser  
Special Broadcasting Service (SBS), Sydney, Australia  
Provide legal and policy advice to Australia's national multicultural television and radio broadcaster.
- 1989 – 1993  
Legal/Policy Officer  
Organisation for Economic Co-operation and Development, (OECD), Paris, France.
- 1986 – 1988  
Legal Assistant to Geoffrey Robertson, QC  
Then, 1 Dr Johnson's Chambers, Temple, London, England.

- 1986 – 1988  
Legal and Policy Adviser  
British Film Institute, London, England.
- 1985 – 1986  
Associate to Justice Michael Kirby.  
Then, President of the New South Wales Court of Appeal, Sydney, Australia.
- 1984 – 1985  
Assistant Legal Officer  
Australian Film Commission, Sydney, Australia.

#### **Professional qualifications and training**

- United Nations Ethics and Integrity Workshop for Senior Management - February 2007
- United Nations Directors Management Training - April 2005
- United Nations Collaborative Negotiation Skills Workshop - November 2002
- Barrister, Lincoln's Inn, London, England - Admitted 3 May 1988
- Barrister/Solicitor, Supreme Court of Victoria - Admitted 5 May 1986
- Solicitor, Supreme Court of New South Wales - Admitted 6 July 1984

#### **Academic qualifications**

- Master of Law (with merit): London School of Economics and Political Science, University of London, England, 1988
- Bachelor of Law: University of Sydney, Australia, 1984
- Bachelor of Science: Monash University, Melbourne, Australia, 1980

#### **Languages**

- English: mother tongue
- French: fluent written and spoken (United Nations French Proficiency Certificate)

#### **Publications (non-exhaustive)**

- International Criminal Law Review, co-editor, Kluwer, quarterly, since Volume 1, December 2001 to present.
- Man's Inhumanity to Man – Essays in Honour of Antonio Cassese, co-editor, Kluwer, June 2003.
- Essays on the Procedure and Evidence of the ICTY in Honour of Gabrielle McDonald, co-editor, and author of the chapter: Interlocutory Appeals before the ICTY, Kluwer, December 2000.
- The Times, Educational Supplement, 29 April 1988 - Empowering Teachers Under the new Copyright Bill.
- Journal of Media Law and Practice, December 1987 - The Copyright, Designs and Patents Bill.
- The Producer, November 1987 - Film Production under the New Censorship Laws.
- The Listener, 5 May 1987, p. 28 - Offensive Act?

**Presentations (non-exhaustive)**

Numerous presentations including: various training sessions of judges, prosecutors, and defence in Bosnia and Herzegovina, Croatia, Kosovo and Serbia; Universities of Salzburg and California Berkeley; Council of Europe Conference on Protection of Witnesses, Athens; Outreach Programmes in Bosnia and Herzegovina, Croatia and Serbia; International Society for the Reform of Criminal Law, Charleston; ICC Preparatory Commission sessions.

**Computer skills**

Highly experienced in word processing, spreadsheet and data-base packages.

## **6. Pastor Borgoñón, Blanca (Spain)**

[Original: French]

### **Letter of motivation**

...

With regard to my qualifications for the post, I first wish to state that I have 20 years' experience in international courts, having worked in Community courts since 1986, first at the Court of Justice and later at the Court of First Instance of the European Communities.

With regard to this latter professional experience, I wish to inform you that I have been the closest colleague of the Registrar at the Court of First Instance since its establishment in 1989, and, as such, a participant in all the work leading to its establishment. In subsequent years I have taken an active part in the progressive development of the Court, in both judicial and administrative terms. In April 2002 I was appointed Deputy Registrar of the Court, a position which I still hold.

I also possess in-depth knowledge of procedural principles and rules, as well as of the organization and functioning of courts, in both national systems and the Community system, acquired over my eight years in Spanish academia as a researcher and specialist instructor in procedural law, firstly as an assistant at the University of Valencia and subsequently as holder of the Chair in Procedural Law (Catedrático de derecho procesal) at the University of La Coruña. Over this period I was particularly concerned in my research at these universities with criminal procedure and international judicial cooperation, in the context of my work on extradition for my doctoral thesis.

I also wish to point out that my written communication skills are evidenced by the many works and articles that I have had published in legal reviews, and that I am accustomed to public speaking on courses and at conferences, seminars and presentations conducted during my university career and up to the present day.

Since my appointment as Deputy Registrar of the Court of First Instance five years ago, I have been exercising the dual functions attaching to this post.

Firstly, as chief of a major administrative unit (comprising some 40 staff), I am responsible for staff management and organization of the unit. I assign the work of the Registry, ensuring the best possible distribution of the workload, and take all necessary measures for the efficient processing of cases.

I also have responsibility for liaison between the Registry and the offices of the judges of the Court as well as the representatives of parties. In this connection I wish to point out that I have always impressed on my colleagues the importance of a user-friendly approach when dealing with the Registry's interlocutors.

In addition, I have overall responsibility for liaison between the administration and other services (translation, interpretation, research and documentation, registries of the other two Community courts) at the Court.

Secondly, as Deputy Registrar of the Court, I am responsible for coordination of the practices of the Registry and appropriate procedural handling of cases, as well as for preparation of and follow-up to budget requests relating to the Court, in addition to which I participate in the working groups on institutional issues established by the Court (preparation for the two most recent enlargement exercises, preparation of the Court's contingency plans in the event of a bird flu pandemic, and analysis of the

measures to be taken regarding the establishment of the European Union Civil Service Tribunal).

The discharge of my functions as Deputy Registrar of the Court of First Instance has given me in-depth knowledge of the functioning of international courts and Community institutions and of their decision-making processes and administrative functioning, as well as sound experience in human resources and infrastructure management and in budgetary questions.

Lastly, I wish to draw your attention to my information technology skills and experience, which have allowed me, consistent with my wish to secure ongoing gains in efficiency while maintaining quality, to devise and manage information technology systems intended to improve the work and performance of the Registry of the Court of First Instance, and of the judges of the Court and their colleagues.

I now wish to place all my experience and knowledge at the disposal of the International Criminal Court and play a part in the challenge of consolidating this new international institution. To work for the success of an institution whose aim it is to stop the most serious international crimes from going unpunished and to prevent the commission of such crimes would represent a new challenge for me in both personal and professional terms, and I am ready to fully dedicate myself to this critical endeavour.

I transmit herewith a list of my publications, courses, seminars and conferences.

...

### **Statement of qualifications**

#### **Personal information**

Sex:	Female
Date of birth:	25 November 1955
Place of birth:	Valencia, Spain
Nationality:	Spanish

#### **Academic qualifications**

1973-1978	Licenciatura en Derecho (bachelor's degree in law – awarded on completion of extended course), University of Valencia, Spain
June 1982	Doctor en Derecho (Sobresaliente cum laude) (doctoral degree in law with honours – doctoral thesis on procedural aspects of extradition under Spanish law), University of Valencia, Spain

#### **Languages**

Spanish:	Mother tongue
French:	Excellent
English:	Very good
Passive knowledge of German, Italian and Portuguese	

## **Current responsibilities**

April 2002 – to date

Deputy Registrar of the Court of First Instance of the European Communities. I participate in all the judicial and administrative functions of the Registry.

These include:

- Day-to-day administration of the Registry (personnel management, allocation of work, budget requests)
- Coordination and harmonization of work practice in the various Registry teams: introduction of new practices regarding the jurisdiction gradually conferred upon the Court (procedure in intellectual property cases, procedure in appeals cases)
- Coordination and organization of liaison between the offices and the Registry, and between the Court and its various services
- Responsibility for the various information technology systems at the Registry and for the introduction of computer-based procedures to facilitate the work and increase the efficiency of the Registry and Court
- Preparation of and follow-up to budget requests by the Court of First Instance
- Participation in working groups on institutional issues (enlargement, the Court's contingency plans in the event of a bird flu pandemic); in particular, participation in work relating to the establishment of the new European Union Civil Service Tribunal
- Preparation of and follow-up to legislative proposals originating in the Court and participation in discussion and negotiations thereon in the Council of the European Union

## **Professional experience**

Community courts

April 2002 – to date	Deputy Registrar, Court of First Instance
November 1994	Principal Administrator, Registry, Court of First Instance
November 1989	Administrator, Registry, Court of First Instance
September 1986	Administrator, Registry, Court of Justice

University of Luxembourg

2005 – 2007	Lecturer, course on procedure at the Court of First Instance Master en droit européen (master's degree in European law)
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Universities in Spain

1992 – 1994	Professor of Procedural Law, University of La Coruña (Holder of Chair in Procedural Law - recruitment on the basis of academic qualifications and competitive examination)
1985 – 1986	Lecturer in Procedural Law, University of Valencia (Lecturer in Procedural Law with tenure - recruitment on the basis of academic qualifications and competitive examination)
1979 – 1985	Fellow and Lecturer in Procedural Law without tenure, University of Valencia (Researcher and Lecturer in Procedural Law)

## 7. Pillay, Kalyani (South Africa)

[Original: English]

### Letter of motivation

The key responsibilities of this post are: management of the different sections and divisions of the Registry, organizing support to judicial proceedings, ensuring provision of high quality administrative services, consulting and coordinating with the Office of the Prosecutor, contributing to the development and implementation of the court strategic planning and acting as a channel of communication between the Court, States Parties and other organizations.

I consider myself eminently qualified to perform all of the above key responsibilities. In my capacity as the Special Director in charge of international affairs, and in order to achieve international cooperation, I was required to liaise with the Heads of Prosecuting Authorities in all the Southern African States, as well as the Heads of Prosecuting Authorities in other African, Middle East, Far East, European and American countries. In the case of the African countries, the liaison was further to share legal skills and expertise in developing countries.

As a Special Director in the Office of the National Director of Public Prosecutions, I played a key role in the development, implementation and monitoring of the National Prosecuting Authority's strategic plans. In my prior position as a General Manager in the Information and Systems Management Section of the DOJ, I performed a similar role.

Both as a Special Director and a former Head of a State Attorney's Office, I have obtained extensive experience in liaison with senior members of the National Prosecuting Authority in all aspects relating to the complex criminal prosecutions which they handled as well as civil matters arising therefrom.

In all the senior positions which I have held, I gained extensive experience in the management of all the administrative and financial services which were required to support these positions.

As a result of a project which I ran to improve service delivery at one of the larger specialized courts in South Africa, as well as my position in the National Prosecuting Authority, I have gained extensive experience in identifying the organizational support necessary for judicial proceedings.

All the positions, I have held to date have required of me to manage multi-disciplinary components with the aim of integrating these components into one cohesive entity which is capable of achieving the objectives of the organization as a whole. In this regard, I have managed and coordinated:

- Information technology;
- Lawyers and prosecutors;
- Administrators;
- Investigators; and
- Security personnel.

I have also extensively dealt with non-government organizations, victim support groups and in all my endeavours, I have promoted a human rights culture.

### Statement of qualifications

Marital status: Married with two sons (22 and 18 years)  
Date of birth: 13 August 1962

### Tertiary qualifications

- BA (Law) degree University of Durban –Westville (1984)
- LLB Degree University of Natal (PMB) (1986)
- Admitted as an Attorney 1989
- Admitted as an Attorney 1993

### Work experience

- 1987 – 1995  
Article Clerk, Attorney and Conveyancer at the firm A K Essack, Morgan Naidoo & Co.  
My work here entailed the following areas of legal practice:  
Administration of Estates, MVA Claims, Drafting Contracts, Drawing Wills, Applications for Liquor Licences, Family / Matrimonial Matters, Criminal Matters, General Litigation (High and Magistrates Courts), Delictual Matters, Registering Trusts / Deeds of Donations and a wide range of conveyancing matters.
- 1995 – 2002  
State Attorney – Johannesburg  
Appointed as the Head of the State Attorney's Office in Johannesburg in November 1995. This was at the very beginning of transformation in the new democratic South Africa. I managed this office in respect of all aspects of the legal work as well as the administrative and financial aspects of running an office of approx. 100 personnel (45% of whom were lawyers). It was during this time of dealing with change that a more human rights culture had to be developed in the handling of legal matters on behalf of the State. I gained immense management and resource planning skills during this time. Further details of my responsibilities and experience is contained in my full curriculum vitae. I was also responsible for leading and managing the development of new IT systems for the financial and litigation processes of the State Attorney's Division nationally. As a result I have good project management experience.
- 2002 to 2004  
General Manager - Systems Management and Optimization (Information and Systems Management Unit), Department of Justice and Constitutional Development.  
Management of the Systems Management and Optimization Section of the unit. The unit provided Information and Communications Technology (ICT) and Information System (IS) support to all the business units within the Department of Justice which included all the courts in the country. Under my management were the Directorates of Justice Business Systems, Financial Systems and Digital Communications and Records Management. The section was also responsible for management of the call /service centre as well as service level management with service providers. In performance of this function and via the analysis of court processes, I gained vast knowledge of the functioning of courts, both lower, higher, appeal courts as well as the Constitutional Court. I

had to also deal with program requests for visually challenged staff from a judge to other officials.

- March 2004 to January 2005  
Special Project Manager and Adviser to the Director-General – DOJ  
I was appointed by the Director-General – Department of Justice and Constitutional Development (DOJ) to head a service delivery improvement project in one of the specialist courts in Johannesburg. The project entailed complete process re-engineering, redeployment of resources, identification and setting up of appropriate accommodation for the provision of court services. This was done with the minimum finance and human resources. On successful completion of the project at the end of June 2004, I was employed as the Adviser to the Director-General in his office. My tasks here entailed advice to the DG on a wide variety of legal and other departmental matters. I was also tasked with overseeing and monitoring special projects and operations nationally. This involved close interactions with the courts and entailed many visits and discussion with the Judge Presidents or the Chief Magistrates. The needs of the courts as well as challenges were identified and corrective measure implemented where possible.
  
- February 2005 to present  
Special Director of Public Prosecutions – NPA  
I currently serve as the Special Adviser to the National Director of Public Prosecutions. My portfolio in this position covers the following areas viz:
  - Heading the International Affairs and Co-operation Division for the NPA;
  - Advising and monitoring areas of delivery as per the strategic plan;
  - Co-ordinating all interactions and reporting to the Parliamentary Committees in the National Assembly and the Council of Provinces;
  - Monitoring and managing some of the key partners of the NPA both domestically and internationally;
  - Responsible for drafting and facilitating the signing of MoUs between NPA South Africa and Prosecuting Authorities with the Southern African Development Countries (SADC) and other international counterparts;
  - Have had exposure to information and presentations on the different legal systems in 11 countries within SADC, as well as Kenya, Benin, Nigeria, Ukraine, Chile, Canada, US, Malaysia, China, Ireland etc. I have also developed a vast network of contact persons in international jurisdictions dealing with criminal matters;
  - Facilitate and co-ordinate all interactions with UNODC and am the NPA's representative at the COP and the CCJCP in Vienna annually and bi-annually where applicable;
  - Overseeing media responses and proper implementation of external media strategy;
  - Was part of the team dealing with developing the strategic plan for the NPA;
  - Participate as one of the South African representatives in the Working Group dealing with the Convention on the Bribery of Foreign Officials (OECD);
  - Acted as CEO for the NPA (November 2006).

## **8. Rackwitz, Klaus (Germany)**

[Original: English]

### **Letter of motivation**

I have the honour to submit my application for the position of the Registrar of the International Criminal Court.

My whole professional career has been devoted to courts and the judiciary, first as a judge and for the last 15 years as a manager with increasing responsibility for the administration and the management of courts, starting as a judge who served partly on the bench and partly in the administration and finally, before joining the International Criminal Court (ICC), as a Head of Division in the Ministry of Justice of the State of North Rhine-Westphalia with responsibility for all matters of information technology and reorganization of work procedures and an annual budget of approximately €70 million. During this time I have acquired in-depth experience in all core areas of court administration: budget and finance, human resources, procurement, business process reorganization, information management and information technology.

I have successfully managed several large-scale projects in the judiciary of my state, all running over multiple years and all involving a project budget of several hundred million euros. These projects have all been finished and have significantly improved the efficiency of the areas which the projects related to and have improved the quality and the timeliness of the jurisprudence of my home state. As a manager, I aim to empower people and I apply a results-driven "what and how" approach rather than a management style which is merely asking "who and why".

In essence, all my professional activities in the last 15 years were geared towards one overarching objective: to achieve judgments in courts and decisions in other judicial entities such as Prosecution Offices or administrative bodies either in a shorter period of time or more efficiently and/or with better quality. I strongly believe that all supporting activities in a court or any other substantive institution in the judiciary need to follow this objective to ensure maximum focus and best results.

I have served the International Criminal Court from its earliest days until today, first as a consultant to the Advance Team and from January 2003 onwards as an administrative manager in the Office of the Prosecutor. Therefore I am fully aware of the present situation of the Court, the needs of the organization, the challenges we are facing, but also the strengths that the Court possesses. I believe that I am well regarded by the representatives of the States Parties and by the stakeholders of civil society, in particular the main representatives of the non-governmental organizations that support our institution. I will continue to be a solid, honest and knowledgeable representative of the Court, being focused on results and facts.

As the Registrar of this Court, I would serve all organs with equal commitment and professionalism on the basis of our legal framework, respecting the independence of the organs as a crucial pillar of the judicial credibility of the institution and fostering and promoting the one court principle wherever possible. I am prepared to base the appraisal of my performance mainly on the level of satisfaction of the clients of the Registry and the implementation rate of Service Level Agreements as the basis for all administrative and judicial services provided. A permanent dialogue with all stakeholders in the Court and regular feedback will be the basis for ongoing improvement.

The establishment of the International Criminal Court has been a milestone in humanitarian law. I wish to assure everyone of my utmost commitment and effort in further strengthening the Court, to give justice to the victims of crimes and to promote the rule of law.

### **Statement of qualifications**

Born 22 January 1960, married, two children

### **Current position**

Senior Administrative Manager, Office of the Prosecutor (OTP), International Criminal Court (ICC).

### **Academic preparation**

- Study of jurisprudence at the University of Cologne with the additional subjects 'Law of Nations' and 'European Law' (1979 - 1986). First state examination (equivalent to a Masters of Law degree) in January 1987 at the Court of Appeals in Dusseldorf.
- Further education as an articled attorney/articled judge in the district of the Court of Appeals in Dusseldorf (1987 - 1990). Second state examination in Dusseldorf at the Ministry of Justice in July 1990 (with distinction, ranking in the top 15 per cent of the year).
- Qualified to work as an attorney, a public prosecutor and as a judge. Appointed as judge at the County Court in Sept. 1990.

### **Professional experience**

- December 2003 to date  
Senior Administrative Manager, Office of the Prosecutor, International Criminal Court (ICC)  
Scope of functions:
  - Provide professional administrative support to the Office of the Prosecutor, in close cooperation with the relevant sections of the Registry that provide the vast majority of administrative services, with a focus on financial matters, budgeting, performance measurements and high-quality language services;
  - Serve as the Office's point of liaison with the Registry; ensure that all needs for administrative services are defined within the OTP and channelled to the Registry; representing the OTP in relevant inter-organ groups (IT Advisory Board, Permanent Premises Committee, Property Survey Board, Claims Board etc);
  - Accompanying and advising the Prosecutor in executive meetings in the Court (Coordination Council, Internal Oversight Committee);
  - Organize and provide all services related to analysis and evidence-presentation technology; ensure the complete registration and secure, confidential storage of all physical and potential evidence; receive, acknowledge, conduct an initial review of, and forward all communications and referrals received.

**Duties and Responsibilities:**

- Management of the Services Section by advising the Chief Prosecutor on the efficiency of work processes, administrative structures and the administration of resources within the Office; by providing overall management of the Language Services Unit, including the provision of translation, interpretation and other language services as required by the Office; and by providing overall management of the Information and Evidence Unit, including the receipt, registration, secure storage and retrieval of all incoming information;
- Preparation and approval of the budget for the OTP by planning, preparing and implementing the annual budgets of the Office, in coordination with the Registry of the Court where appropriate including the negotiation of the budget for submission to the Committee on Budget and Finance and the Assembly of State Parties;
- Monitoring of all financial matters by tracking all financial movements on OTP accounts, analysing expenditures and deriving forecasts for short-, medium- and long-term financial planning and by liaising with the external and internal auditors where appropriate;
- Supervision of all activities in the field of IT for the OTP by guiding and giving advice to the Head of the Knowledge Base Unit; by representing the OTP in decision-making groups established throughout the Court; by supervising procurement related to IT; by representing the OTP vis-à-vis external parties;
- Supervision of all activities of the Language Services Unit by discussing and approving standard procedures and other operations as organized by the Head of the Language Services Unit;
- Human Resources Management by administering staff (including short-term and individual contractors and consultants) in close cooperation with the Court's Registry (Division of Common Services) and by administering other placement programmes of the Office.

- January 2003 – November 2003  
Senior Information and Evidence Adviser, ICC

**Scope of functions:**

Definition of the future structure for the information technology within the OTP; establishment of adequate systems for knowledge management and evidence and information processing;

As Senior Manager ad interim: organizing the daily work in the OTP including recruitment and liaison with the other organs of the Court.

**Duties and Responsibilities:**

- Establishment of the budget proposal for 2004 for the Office of the Prosecutor, calculation of staff costs and non-staff costs, negotiating the budget proposal with the other pillars of the Court and the Committee on Budget and Finance; execution of the approved budget for 2002/03 of the OTP, preparation of recruitments including job descriptions and interviews of candidates during the initial recruitment phase of the OTP; representing the Office as focal point for all other administrative issues (esp. procurement, facility management, IT), preparation of Service Level Agreements and decisions taken by the Coordination Council of the Court.

- June 1996 – December 2003  
Head of Government Division (“Ministerialrat”)

Scope of functions:

- Head of the division of information technology in the Ministry of Justice of the State of North Rhine-Westphalia with all courts and public prosecutor's offices; responsibility for approx. 25,000 workplaces within the law area. Responsible for all questions of court management and court administration with regard to information technology as a core technology for court reorganization including public budgetary law, public procurement and the assignment of public spending; controlling of complex reorganization projects including business process analysis and redesign. Project management of large-scale IT projects (software development, roll-out-projects, outsourcing of IT services), in particular for complex document and information management projects;
- Elected chairperson of the Federal and States Commission on IT in the Judiciary (a subsidiary body to the conference of ministers of justice of the states and the federal Government of Germany).

Duties and Responsibilities:

- Preparation of strategic decisions of the Ministry of Justice with regard to reorganization of court work procedures and use of information technology; implementation of these decisions through large scale reorganization projects; discussion of these decisions with the Presidents of the Appeals Courts and with the Chief Prosecutors of the State; negotiation with staff representative bodies and professional societies;
- Preparing (establishing the draft proposal, negotiating the division proposal with the other pillars of the Ministry and defending the budget proposal in the State's parliament) and executing the complete IT budget for the judiciary of the State including the preparation and execution of all relevant procurements, allotments, expenditure supervision and controlling/auditing;
- Developing budget strategies (long-term financing, revolving reinvestments, introduction of new budget structures [product-based budgeting instead of cameralistic accountancy]), negotiating budget principles and budget restrictions with the subordinated entities (courts of appeals, prosecutor general offices, high courts of administrative law etc., in total 256 different judicial entities), explaining the budget to representative bodies for the different professional groups (judges' representatives, unions for the non-judicial staff members).

- December 1994 – June 1996  
Judge and Acting Head of Government Division

Scope of functions:

- At the Ministry of Justice and European Affairs of the State of Brandenburg: head of the branch of court reorganization, information technology and public procurement. Seconded from the State of North Rhine-Westphalia to the State of Brandenburg to help building up new structures in the eastern part of Germany after reunification.

Duties and Responsibilities:

- Design and implementation of complete standard business procedures in courts for civil and criminal proceedings including training of court managers in project management and business process analysis and design;
- Development and implementation of the IT strategy for the whole judiciary;

- Establishing and executing the budget of the entire judiciary of the State regarding information technology, office automation, furniture, vehicles, supplies, hardware (everything but staff costs and rental/building costs) at a total of approximately €16 million per annum including the draft of the proposal and the negotiations with the other pillars of the Ministry and the subordinate courts and prosecution offices (approximately 35 entities state-wide). Preparation and execution of all procurement activities on the mentioned fields.
- February 1993 – December 1994  
Judge in the Court Administration (Judge and Desk Officer)

Scope of functions:

- Court administration, information technology for judges and public prosecutors, reorganization of judicial and technical court services at the Court of Appeals (“Oberlandesgericht”) in Dusseldorf. Team leader of the task-force “IT for Judges and Prosecutors”.

Duties and Responsibilities:

- Design of workflows and standard procedures for criminal and civil cases in courts based on modern information technology including the development of mid-term IT strategies;
  - Training of judges and prosecutors in the use of modern technologies for judicial work;
  - Developing and implementing of separate “IT budgets” for courts and prosecution offices within the district of the Court;
  - Developing and classifying of posts for technical support in the judiciary;
  - Drafting and negotiating of the Court’s IT budget including the budget for the subordinate courts and offices (26 courts, 5 prosecution offices);
  - Executing the first two IT budgets ever established in the judiciary of this state including all the necessary procurements and the recruitment of the staff for the newly generated posts; establishing policies on the use of IT systems for judges and prosecutors including the development of the necessary budgetary structures (short-term and mid-term planning, financing models, etc.).
- September 1990 – February 1993  
Judge at the County Court:  
Judge in civil and criminal cases (first instance and appeals cases) at the county court of Krefeld and the district court of Nettetal: Various assignments to the different branches; assigned to oversee administrative matters in the district court of Nettetal and the county court of Krefeld; training of newly appointed judges in information technology.

### **Teaching experience**

University teacher (1990 - 1994):

At the Universities of Cologne and Dusseldorf (Civil Law for law students in their first academic year) and at the Technical Academy of Wuppertal (Commercial Law and IT-Law, mainly for postgraduate students); appointed as examiner in the state examination for law students in the State of Brandenburg.

### **Scientific interests**

International humanitarian and criminal law; questions relating to IT law including questions of Internet-government, e-commerce and data privacy protection law; modern public budget methodology such as new steering models, product-based budgeting, etc.

**Special skills**

Project management, especially of large-scale and/or long-term projects; reorganization and rationalization of work procedures and administrative structures through business process analysis and redesign (including the IT tools necessary for it).

**Professional memberships**

- Deutscher Richterbund (Association of German Judges and Prosecutors)
- Deutscher Juristentag (Association of German Jurists)
- Deutscher EDV-Gerichtstag (German Association for Computing in the Judiciary)

## 9. Sankurathripati, Rama Rao (India)

[Original: English]

### Letter of motivation

I have chosen to apply for the position of Registrar of the International Criminal Court, after taking fully into account the required qualifications and functional requirements of the Registrar and my own qualifications and experience, and after arriving at a reasonable conclusion that they match. My motivation to apply for this post is essentially functional.

Mainly, the Registrar will be accountable to the Presidency of the Court and provides necessary technical support and assistance; undertakes all the functions of the registry as well as the administration, management and finances of the institution including its overall day to day functioning, and taking care of the witnesses, NGOs, and holding of the meetings of the Assembly of State Parties. Obviously, the position is demanding in terms of legal acumen in international law, human rights and international humanitarian law; administrative, management and financial experience at a senior level; diplomatic experience to deal with the delegations of States Parties to the Statute; knowledge and experience to maintain smooth and efficient relations with the host government; and, more importantly, commitment to the institution and loyalty to support and assist the Court's Presidency in all confidential and sensitive matters.

I humbly submit that I have what it takes for that demanding position. Over the last 36 years of my legal and judicial experience, since passing of the general law degree in 1970 and the bachelor of laws in 1971, I have been involved in legal research, teaching, legal advise, diplomacy and international relations. Of this long period, I have been directly associated with the United Nations and its institutions for over a quarter century in several capacities – as a diplomat and legal adviser. More particularly, for nearly the last ten years, since 1998, I have been working as an international civil servant within the United Nations system, at the World Intellectual Property Organization (WIPO) New York.

At the national level, I rose to hold the highest rank of the Chief Legal Adviser at Indian Foreign Ministry, after long innings commencing in 1982, and dealt in those years of service all possible aspects of international law, human rights and international humanitarian law in addition to the administrative and management issues that go with the legal adviser's office in a government. Also, as the legal adviser of the Foreign Office, I had worked closely with the national legal system in all matters involving the Ministry and assisted the Attorney General of India for several years on matters of human rights and enquiry commissions. Further, I was also a member of the Indian Arbitration Council and several other legal bodies.

At the international level, as a diplomat and delegate to several meetings and conferences spreading over 25 years, it was only natural that one had to cover numerous of them on several subjects. Some relevant instances include the chairing of the meetings of the annual International Law Commission (ILC) resolution; Chairman of Group of Legal Experts of the United Nations Educational, Scientific and Cultural Organization (UNESCO) Convention on Protection of Cultural Heritage in Armed Conflicts; elected as the first chairman of the Finance Committee of the International Seabed Authority for 5 years; leader and member of the national delegation to all the meetings of the Ad-hoc Committee/Preparatory Committee on the Establishment of an International Criminal Court (PREPCOM) and Rome Plenipotentiary Conference on the International Criminal Court (ICC), Member of the Drafting Committee of ICC, and Chairmanship of the Group on Institutional and Financial Issues of ICC during the PREPCOM and Rome Conference.

It is not necessary to overemphasize the administrative and managerial experience these several responsible positions would entail over three decades of national and international civil service.

Legal academics has been the foundation on which my career has been built, starting with doctorate in international law in 1979-1980 to my teaching as a professor for over five years from 1977 to 1982, to the sustained interest in teaching as a guest faculty all through my career. Even in my current position in WIPO, I lecture at several US universities, particularly law schools, and run an internship programme for young and bright law students. The publications cover a wide range of international law issues.

I have worked for a long time in human rights area and been closely involved with the NGO movement: drafted the first human rights report of India under the International Covenant on Civil and Political Rights (ICCPR) and appeared before the Human Rights Committee along with the Attorney General of India; a member of the United Nations group of experts on indigenous peoples in 1986 in Geneva and continued to maintain active interest in the matter to date – for the last five years as a member of the Inter Agency Support Group to the United Nations Permanent Forum on Indigenous Issues.

For further details, please see my curriculum vitae.

If I can reflect on and review my own candidacy, I have an honest feeling that my candidacy rightly fulfils all the functional requirements of the position of registrar of ICC. I will bring good experience to work and personal commitment to the Presidency and the Court.

My motivation to work at ICC also stems from the mission of ICC and personal sentimental reasons that it was my personal honour to nominate the Chair of the Ad-hoc Committee for the establishment of an ICC -Mr. Adrian Bos, to propose Rome as the venue for the Conference, later to work under the chairmanship of the then Ambassador Philippe Kirsch and to work with so many other colleagues who are now on the ICC in several honoured positions, and to propose the name of the Chairman of the Drafting Committee – Professor Cherif Bassiouni. And, in the Final Act to the Rome Conference on ICC and its Statute – I have the honour to have signed it on behalf of India.

Given an opportunity, it shall be my honour to serve the institution of ICC with unflinching commitment and loyalty and rise up to the demands the position of Registrar makes.

### **Statement of qualifications**

#### **Current position**

- Director (1), World Intellectual Property Organization (WIPO) at the United Nations, New York, since 2003; (Exact title of the post held is Deputy Director).

#### **Previous positions held**

- Senior Counsellor, World Intellectual Property Organization (WIPO), New York, since 1998.
- Chief Legal Adviser, Joint Secretary (Legal and Treaties Division), Ministry of External Affairs, Government of India, 2002- 2006.

- Legal Adviser, Permanent Mission of India to the United Nations, New York, 1994-1998.
- Ministry of External Affairs, Government of India:
  - Director, Legal and Treaties (L&T) Division, 1993-2002
  - Deputy Director (L&T) 1989-1993
  - Legal Officer 1982-1989
- Professor, Department of Advanced Legal Studies, University of Madras, 1977-1982.

### **Legal education and qualifications**

- Doctorate (Ph.D) in International Law, Jawaharlal Nehru University (JNU), New Delhi, 1979.
- Master of Philosophy (M.Phil) in International Law and International Organizations, JNU, 1976.
- M.L., Andhra University (AU), Waltair, 1974 (University First, and First Gold Medalist for M.L).
- B.L., AU, 1971 (University First and Gold Medalist).
- B.G.L., AU., 1970 (First Class First).

### **Training and fellowships**

- United Nations Fellowship in International Law, 1984; Trained and worked with:
  - The Hague Academy of International Law
  - International Court of Justice
  - United Nations Legal Office.
- United Nations Institute for Training and Research (UNITAR).
- International Ocean Institute, Dalhousie University, Halifax, Canada, 1982.
- Bedford Institute of Oceanography, Halifax, Canada, 1982.
- University Grants Commission, National Merit Fellowship for Master of Laws, 1971-1973, India.
- India (Andhra Pradesh State) Government Fellowship for Ph.D, 1974-1977.

### **Work experience in the Ministry of External Affairs**

- Rendered legal advice for over 20 years to the Ministry of External Affairs and other Ministries and Departments of Government of India on a variety of international law issues and on human rights, international humanitarian law, extradition and mutual legal assistance as well as personnel matters and international contracts, among other things.
- Drafted the reports of Government of India required human rights instruments as well as numerous legal opinions and deeds.
- Assisted Attorney General of India on international human rights obligations.
- Conducted litigation and court cases involving Ministry of External Affairs.
- Drafted numerous notes to the Cabinet on a variety of subjects.
- Supervised the work of the Legal and Treaties Division.
- Represented Government of India, from 1982 to 1998, at several bilateral and multilateral forums (with particular focus on UN, which is elaborated below).
- Handled several sensitive matters of high priority in the Government of India, including Commissions of Inquiry.

### **Work experience at the United Nations**

Associated for 25 years directly with the work of the United Nations, first as a diplomat and delegate from 1982 to 1998 and as an international civil servant since 1998, in the following ways:

- Worked in the international secretariat of UN's Specialized Agency, World Intellectual Property Organization (WIPO), since 1998 till date.
- WIPO's representative to the United Nations, all its Committees and bodies, UN Headquarters, New York, from 1998 to 2006.
- Represented India at the UN as a regular diplomat and legal adviser from 1994-98.
- Represented India at numerous meetings of the UN and its bodies from 1982 to 1994.

#### *Chairman/Leader/Coordinator:*

- Coordinator, UN General Assembly Resolution on the International Law Commission, 1995-1998.
- Chairman, Financing Group, Preparatory Commission and Rome Conference for the International Criminal Court, 1995-1998.
- Chairman, UNESCO Legal Experts Group on The Hague Convention on Protection of Cultural Heritage in Armed Conflicts, UNESCO Headquarters, Paris, 1993.
- Coordinator, NAM positions on Agenda for Peace, for the Sub-Committees on Sanctions, Preventive Diplomacy and Peace-Building, at UN, New York, 1995-1997.
- Leader, Indian delegation to the PREPCOM and Ad Hoc Committee on International Criminal Court, 1995-1998.
- First Chairman and Elected Member, Finance Committee, International Seabed Authority (ISBA), Jamaica, 1996-1998.
- Leader, Indian delegation to the Ad Hoc Committee on International Terrorism, 1994-1998.
- Leader, Delegation of India, UNCITRAL Meetings on Contract Practices, Arbitration, Electronic Signatures etc., New York, from 1995-1998.

#### *As leader/Member of Indian delegation:*

- United Nations General Assembly: Sixth (Legal) Committee, New York, 1982-1998.
- UN General Assembly (Sixth Committee).
- UN Charter Committee 1994-1998.
- Economic and Social Council (ECOSOC).
- Commission on Sustainable Development 1998-2000.
- Working Group on Detention of Persons 1982-1984.
- Working Group on Migrant Labour-1982-1986.
- PREPCOM to the Beijing Conference on Platform of Action for Women, 1995
- Committee on Information 1995- 1996.
- Committee on Non-Governmental Organizations 1996-1997.
- International Conference of the International Committee on Red Cross (ICRC), Geneva, 1986, 1993.
- Meetings of the Provisional Secretariat of the Convention on Prohibition of Chemical Weapons (OPCW), The Hague, 1992.

- Third (Human Rights) Committee Working Group on the Protection of Migrant Workers, New York, 1985.
- Meeting of Commonwealth lawyers, 1985.
- Working Group on Foster Placement and Adoption, 1984.
- Human Rights Committee, New York, 1983.
- Sixth Committee Working Group against Recruitment, Use and Financing of Mercenaries, New York, 1982 and 1983.
- Sixth Committee Working Group on Protection of Persons under Detention, Arrest or Imprisonment, New York, 1982.
- Rome Conference on International Criminal Court, 1998.
- Member of several smaller drafting group meetings on the Statute on the International Criminal Court, Zutphen, the Netherlands, 1996; Courmayeur, Italy, 1997.
- Member, Drafting Committee on the Statute of the International Criminal Court, 1998.
- Expert for the UN Center for Human Rights on the Declaration on Indigenous Peoples, Geneva, 1986.
- Prepared project for UNITAR on Training of Third World Officials in Human Rights Reporting, New York, 1984.
- UN Committee on Decolonization, New York, 1997.
- UN Committee on Information, New York, 1997.
- Sixth Committee Meetings on the Framework Agreement on International Watercourses, 1996.
- NGO Committee, 1996.
- Member, International Seabed Authority (ISBA) Council, 1996-1998.
- Attended the International Law Congress, to commemorate 50 years of the United Nations, New York, 1995.
- Prepared and Presented India's claims (Individual and business claims) before the United Nations Compensation Commission (UNCC), Geneva 1992 to 1994.
- Assisted the Attorney General of India, on matters of international law and human rights in preparation and presentation of country reports to the UN Human Rights Committee, 1983-1994.
- Judge, National Level for final selections in India for Phillip Jessup Moot Court Competitions, Pondichery, 1977 to 1982.
- Judge, National Level for selection in USA for Phillip Jessup Moot Court Competitions, Columbia University, New York, 1998.
- Member, Indian Council of Arbitration, 1992-1994.
- Editor, Indian Journal of International Law, 1992-1995.
- Advocate, High Court of Delhi, since 1984; handled the court cases of the Ministry of External Affairs before Special Commissions, Delhi High Court and the Supreme Court of India between 1982 and 1994.
- Member, UN Committee on Applications for Review of Administrative Tribunal Judgments, 1995.
- UN (UNITAR) International Law fellow, 1984, worked at the World Court and UN Office of Legal Affairs.
- Leader/Member, Indian delegation to the Asian-African Legal Consultative Committee (AALCC), Beijing 1990, Islamabad 1991, Kampala 1992.
- Advised the Indian Foreign Ministry extensively on all international law matters including United Nations Charter law, human rights, international humanitarian law, law of the sea, contracts, special projects, as well as on service matters and all other legal issues.
- Leader/Member of Indian delegation to several bilateral negotiations 1982-1998, including with Pakistan, Thailand, Myanmar and Sri Lanka on maritime

boundaries; with Japan, Germany, the Netherlands, France and the United Kingdom on bilateral investment protection agreements; with the United Arab Emirates on extradition and mutual legal assistance.

### **Academic experience**

#### **Teaching assignments**

- Professor (Lecturer), Full-time teaching career. Post-Graduate Department of Legal Studies, University of Madras, India, 1977-82. Taught Master of Law students.
- Visiting Professor, Indian Academy of International Law and Diplomacy, New Delhi, 1974-77, and 1982 to 1985.
- Guest Faculty:
  - Indian Foreign Service Training Institute, New Delhi, 1986 - 1994.
  - Indian Academy of International Law and Diplomacy, 1980 – 1994.
  - Andhra University, Waltair, 1996, 1998, 2000 and 2004.
  - National Law School of Hyderabad, 2002.
  - Cardozo Law School, USA, 2000 – 2006.
  - Fordham University Law School, USA, 2002.
  - Washington University School of Law, Seattle, USA, 2002 – 2006.
  - Pace University Law School, USA, 2005, 2007.
  - Columbia University Law School, USA, 2005.
  - Santa Clara University, Law School, 2006.
  - Golden Gate University, San Francisco, 2006.
  - University of San Francisco, Law School, San Francisco, 2006
  - University of Pennsylvania, 2007.
  - American University Law School, Washington D.C, 2007.
  - Florida University, Law School, Gainesville, 2007 (Scheduled for November 7, 2007).

#### **Courses/subjects taught**

- International law
- Law of international institutions
- Human rights
- International humanitarian law
- Law of the sea
- International intellectual property law
- Research methodology

#### **Publications**

Numerous articles on international criminal court, human rights, international organizations, disarmament. Other areas included law of the sea, and intellectual property.

##### *Contributed chapters to books:*

- Chemical Convention, published by The Hague Academy of International Law, 1994.
- Human Rights, published by the International Law Association, Delhi, 1980.
- International Humanitarian Law, published by ICRC and Indian Defense Ministry, 1989.
- Rome Statute of International Law, published by Kluwer, 2000.
- Law of the sea in Caracas and Beyond, Radiant Publication, 1977.

- Socio-Economic Background of Indian Legal Profession: Case study of Tamil Nadu, Bar Council of India, 1982.

*In books:*

- “Financing of the Court, Assembly of States Parties, and the Preparatory Commission” in Roy Lee (ed.) *The International Criminal Court, The Making of the Rome Statute: Issues, Negotiations, Results* (Kluwer Law International), 1999, pp. 399- 420.
- “Assembly of States Parties and Financing of the International Criminal Court”, in Otto Triffterer (ed.), *Commentary on the Rome Statute of the International Criminal Court* (Nomos Verlagsgesellschaft, Baden-Baden), 1999, pp. 1201-1219, and 1237.
- Contribution made in the debate on 50 years of the International Law Commission in *Making Better International Law: The International Law Commission at 50*, UN Publication, 1998, p. 124.
- “National Measures for the Implementation of the Chemical Weapons Convention”, in *The Convention on the Prohibition and Elimination of Chemical Weapons: A Breakthrough in Multilateral Disarmament*, The Hague Academy of International Law (Martinus Nijhoff), 1995, pp. 301- 312.

*Other areas:*

- Jointly with P. Sreenivasa Rao, “Exploitation of Sea-Bed Resources and the Last Phase of the Law of the Sea Conference: A Close Look”, in S. K. Agrawala (ed.), *New Horizons of International Law*, International Law Association, India Branch, 1985, pp. 308- 346.
- “Unilateralism and the Emerging Law of Sea-Bed Exploitation”, *Ibid.*, pp. 360-376.
- “Towards a Dispute Settlement Mechanism for the International Sea-Bed Area- An Enquiry”, in R. P. Anand (ed.), *Law of the Sea: Caracas and Beyond*, 1978, pp. 343-372.

*Articles and projects:*

- Proceedings of the Meeting on International Criminal Court, 1997, Stanley Foundation, Harriman House, New York.
- Implementation of Geneva Conventions in India, 1986, Joint Publication of Indian Defense Ministry and ICRC, Proceedings of the Seminar held in Vigyan Bhawan, New Delhi.
- Project developed for UNITAR on Training of Third World Diplomats in Human Rights Reporting, UNITAR, 1984, funded by the Ford Foundation.
- “Socio-Economic Background of Legal Profession in India- A case Study of Tamil Nadu”, 1982, Bar Council Review.

*Other areas:*

- “The Doctrine of Likelihood of Confusion: An Analysis of the Case of In re Majestic Distilling Company Inc, USA”, *Journal of Intellectual Property Rights*, vol.8, May 2003, pp 222-227.
- “An Approach Towards Understanding the Exclusive Economic Zone”, *Indian Journal of International law*, 1984, Vol.24, pp. 102- 115.

- “Towards a system for Deep Sea-Bed Exploitation: A Study of Participants, Methods and Effects”, Indian Year Book of International Affairs, 1982, Vol. XIX, pp. 303-322.
- “Indian Ocean Related States: Trends in Maritime Delimitation”, Project Report submitted to the International Ocean Institute, Dalhousie University, Canada, 1982.
- “The ICJ Judgment in the Fisheries Jurisdiction Case- A Critique”, Indian Year Book of International Affairs, 1980, Vol. XVII, pp. 124-159.
- Jointly with M. K. Nawaz, “Marine Scientific Research”, 1980, Project Report submitted to the Indian Society of International Law.
- “Soviet Attitude Towards Treaties”, Indian Journal of International Law, 1974, Vol. 14, pp. 433-445.

*Book Reviews:*

- D.P. O’Connel, The Influence of Law on Sea Power, Indian Year Book of International Affairs, Vol. XVIII, 1981, pp. 515-519.
- R.P. Anand (ed.), Legal Regime of the Sea-Bed and Developing Countries, Ibid., pp. 519-523.
- P. Sreenivasa Rao, The Public Order of Ocean Resources: A Critique of Contemporary Law of the Sea, Ibid., pp. 553- 560.
- R.C. Hingaroni, Modern International Law, Indian Journal of International Law, Vol. XIX, 1979, pp. 466-468.
- Phipat Tangsubkul, ASEAN and the Law of the Sea, Non-Aligned World, 1984.
- Subash Jain, Nationalization of Foreign Property, International Studies, Vol.25, 1988, pp. 307-310.

## **10. Zimmer, Markus (Switzerland and the United States of America)**

[Original: English]

### **Letter of motivation**

The absence of the effective rule of law in countries in transitional stages of development provides fertile opportunity for unscrupulous and despotic heads of state and their aspirants to pursue a broad spectrum of personal initiatives that, by even the most undemanding standards, are fundamentally and sometimes egregiously criminal. In many instances, such initiatives violate the most essential principles of civil society. The more developed countries of the world and the monitoring organizations they have created intervene only selectively to constrain such initiatives. This, lamentably, is the case even when the consequences of such initiatives entail institutionally sponsored genocide, rape, torture, and deprivation of the most basic human rights. Such individuals have taken encouragement from the absence in the civilized world of adjudicative forums with both the moral and political authority to charge, apprehend, and try them for crimes against humanity. The recent emergence of criminal forums such as the International Criminal Court (ICC) gives pause to and inspires fear in such oppressors.

The opportunity to join the ICC and to engage in the lawful pursuit of justice on behalf of the world's most downtrodden and innocent victims is compelling. My primary motivation as Registrar would be to work within the framework of the ICC to enhance its capacity to effectively administer criminal justice, to maximize the use of automated tools and effective case management principles, and to minimize the intrusion of bureaucracy, administrative obstructions, and other categories of delay without compromising due process and defendants' rights.

If I am offered that opportunity, I would bring to it an unusual combination of expertise and experience. My professional work in court administration and management extends over 30 years and to most regions of the world.

- As a federal trial court executive, I facilitated the transition of case information processing from a paper-and-typewriter environment to one in which case documents are filed electronically, judges have instant remote access to case data, court notices are transmitted electronically to litigants, the official case file is electronic, and remote access by litigants to case file content is available online.
- I have served in numerous leadership roles on the local, regional, and national levels in the federal judicial system and elsewhere.
- Over the past 15 years, I have provided consulting, advising, and training services to judicial systems in 25 countries in various stages of rule of law development throughout the world, including Rwanda, Liberia, the states of the former Yugoslavia, and Iraq. My assessments prompted fundamental improvements in how courts are managed in a number of those countries.
- I understand international criminal tribunals, having served in 2006-2007 as Chief of Court Management at the International Criminal Tribunal for the Former Yugoslavia (ICTY) while the incumbent was on extended leave.

## **Statement of qualifications**

### **Professional experience**

- 2007-present  
Deputy Chief of Party, Millennium Challenge Corporation/USAID Ukrainian Anti-Corruption and Strengthening the Rule of Law Program, Kiev, Ukraine.
- 2007-2008  
Lead Court Management and Administration Advisor, Abu Dhabi Government Restructuring Committee, Emirate of Abu Dhabi.
- 2006-2007  
Chief, Court Management, Registry, International Criminal Tribunal for the Former Yugoslavia, The Hague, Netherlands.
- 1987-2006  
District Court Executive/Clerk of Court, United States District Court, District of Utah, Salt Lake City, Utah, USA.
- 1978-1987  
Chief, Management Training Branch (1985-87)  
Chief, Legal Services Training Branch (1983-1984)  
Assistant Division Director (1981-1983)  
Special Assistant to the Division Director (1978-1981)  
The Federal Judicial Center, Washington, D.C., USA

### **Select short-term international advising, consulting and training**

- 2006  
Faculty, Algiers, Algeria  
Arab Council for Judicial and Legal Studies Workshop for 40 MENA judges.
- 2006  
Keynote Speaker, Court Management, Amman, Hashemite Kingdom of Jordan  
Inaugural Conference, Arab Council for Judicial and Legal Studies.
- 2006  
Speaker/Panelist, Court Management, Brasilia DF, Brazil  
UNDP/National Council of Justice (Ibero-American Seminar on Justice Councils).
- 2005-2006  
Court Administration Consultant/Faculty, Amman, Hashemite Kingdom of Jordan  
Iraq Pilot Court Administration Improvement Project, Iraqi Court System.
- 2005  
Faculty, Chengdu, Szechuan Province, People's Republic of China  
International Seminar on Transparency for 60 Chinese Judges and Administrators.
- 2005  
Lead Consultant/Faculty, CEELI Institute, Prague, Czech Republic  
World Bank Justice Sector Capacity Building for Pilot Court Teams from Ten Countries.

- 2005  
Consultant/Faculty ABA-Iraq, Bratislava, Slovakia.  
Strategic Planning Workshop with the Chief Justice and Senior Iraqi Judiciary Leaders.
- 2005  
Lead Consultant, World Bank, Belgrade, Republic of Serbia  
Develop Judicial Reform Strategy/Implementation Plan for Justice Ministry.
- 2005  
Justice System Assessment Project Team, Monrovia, Liberia.  
Assess justice sector and develop reform plan.
- 2004  
Faculty, “Judging in Democratic Society,” CEELI Institute, Prague, Czech Republic. Two two-week seminars for groups of 50 Iraqi judges.
- 2004  
Judicial Reform Consultant, Amman, Hashemite Kingdom of Jordan,  
Assess Jordanian court/judicial systems for Ministry of Justice.
- 2003  
Court Administration Consultant, Manama, Kingdom of Bahrain  
Assess Bahrain court system and develop reform implementation plan.
- 2002-2003  
Speaker/Participant, First (2002) and Second (2003) International Conference on Legal Reform, Kigali, Rwanda.
- 2003  
Team Leader, Justice System Assessment Project, Pristina, Kosovo  
Develop justice system restructuring plan for UNMIK, COE, and USDOS.
- 2002  
Court Administration Consultant, Baku, Azerbaijan  
Assess the Azerbaijan justice system.
- 2002  
Court Administration Specialist, Kigali, Rwanda  
Assess training needs and prepare strategic training plan for Rwandan Judiciary.
- 2001  
Expert/Advisor, Sveti Stefan, Republic of Montenegro  
Roundtable on the Law on Courts, Council of Europe and ABA/CEELI.
- 2000  
Court Administration Specialist, Bratislava, Slovak Republic  
Judicial administration reform work with Slovak Judiciary and Ministry of Justice.
- 1999  
Legal/Court Administration Specialist, Bucharest, Romania  
Judicial administration reform work with Romanian Judiciary and Ministry of Justice.

- 1998  
Judicial Reform Specialist, Warsaw, Poland  
Judicial administration and reform work with Polish Judiciary and Ministry of Justice.
- 1998  
Speaker/Participant, Budapest, Hungary  
Workshop on the U.S. Judicial Conference for the Hungarian Judiciary Council.
- 1997  
Legal/Court Administration Specialist, Skopje, The former Yugoslav Republic of Macedonia  
Lead team of four specialists working with the judiciary of The former Yugoslav Republic of Macedonia on court reform.
- 1995  
Court Administration Program Chair, ABA/CEELI  
Workshop for Constitutional Court Justices of Bosnia/Herzegovina, Washington, D.C.
- 1994  
Legal Specialist/Guest Speaker, Zagreb, Croatia  
Deliver lectures to Croatian Judiciary and assess the Croatian court system.
- 1992  
Legal Specialist, Sofia, Bulgaria Assess the Bulgarian court/judicial system.

### **Education**

- Harvard University, Cambridge, Massachusetts, USA.  
Doctor of Education 1980, Master of Education June 1977.
- University of Zurich, Zurich, Switzerland.  
Fulbright Fellow 1972-1973.
- University of Utah, Salt Lake City, Utah, USA.  
Master of Arts 1975, Bachelor of Arts 1971.

### **Select honors and awards**

- 2000: Roy Gibson Freedom of Information Award, Society of Professional Journalists.
- 1994: Administrative Office of the U.S. Courts Director's Award for Outstanding Leadership.
- 1988-2007 Listed in various editions of Who's Who in American Law, Who's Who in America, etc.
- 1978: Elected to Board of Editors, Harvard Educational Review.

### **Select other activities**

- 2005: Member, 2005-2006 Justice Facility Review Jury, American Institute of Architects.
- 2005:-Present Founding President, International Association for Court Administration.

- 2004-2007: Member, Subcommittee on African Human Rights, Committee on Human Rights, American Bar Association (ABA).
- 2002-2004: Liaison to U.S. Judicial Conference Committee on International Judicial Relations.
- 1999-2001: Liaison to U.S. Judicial Conference Committee on Automation and Technology.
- 1999-2002: Chair, Administrative Office of the U.S. Courts Advisory Council Technical Panel.
- 1995-1996: Member, National Court Administration Advisory Council, AOUSC.
- 1993-1994: Member, ABA/CEELI Russian Jury Trial Working Group.
- 1991-1992: Chair, Federal Judicial Center District Court Education and Training Committee.
- 1989-2006: Chair/Member, Executive Board, Utah Combined Federal Campaign.
- 1984-1986: Director, Justice Systems Trainers, American Society for Training and Development.

#### **Select publications**

- Zimmer, Markus B., “Judicial Independence in Eastern Europe and Eurasia: The Institutional Context”, Uppsala Yearbook on Eastern European Law 2008, Uppsala University, Sweden, forthcoming.
- Zimmer, Markus B., Series of Policy Memoranda for Romanian Superior Council of the Magistracy on process/procedures for reviewing violations of the Code of Judicial Ethics, May 2006.
- Zimmer, Markus B., “Administrative Governance of the Judicial Branch in the U.S. and Croatia”, Quarterly Journal of Law and Social Sciences, J.J. Strossmayer University, Croatia, 1995.
- Bruce, Carol Elder; Burnham, William; Munsterman, Thomas; and Zimmer, Markus B. Bench Book for Judges, ABA-CEELI Russian Jury Trial Project, published in Russian in Moscow, 1994.