

UNITED NATIONS
JUDGES OF THE UNITED NATIONS SYSTEM OF ADMINISTRATION
OF JUSTICE

The United Nations is seeking judges for its system of administration of justice, which handles employment-related disputes.

The system of administration of justice was established by the United Nations General Assembly in resolutions [61/261](#), [62/228](#), and [63/253](#) as an independent, transparent, professionalized, adequately resourced and decentralized system of administration of justice consistent with the relevant rules of international law and the principles of the rule of law and due process to ensure respect for the rights and obligations of staff members and the accountability of managers and staff members alike.

The administration of justice system includes a first instance United Nations Dispute Tribunal (UNDT) and an appellate instance United Nations Appeals Tribunal (UNAT), as the formal component of the system. The Tribunals each handle, on average, more than a hundred applications annually. The General Assembly has underscored the importance of efficiency in the work practices of the Tribunals (resolution [61/261](#), para. 21).

UNDT is permanently in session, and has seats in New York, Geneva and Nairobi. UNDT is comprised of nine judges (three full-time judges and six half-time judges) who serve for a non-renewable seven-year term. Half-time judges work for up to six months in a calendar year in New York, Geneva or Nairobi, and/or from their home country. Half-time judges may not be deployed in a particular year or may be deployed for less than a cumulative period of six months a year, if their deployment is not justified by UNDT's caseload. The President of UNDT decides whether and where to deploy a half-time judge, including whether to make use of telecommuting in their deployment.

UNAT holds sessions as required by its caseload (currently, three sessions each year, each of two weeks duration). UNAT exercises its functions in New York, but it may decide to hold sessions in Geneva or Nairobi, as required by its caseload. UNAT is comprised of seven judges, who also serve for a non-renewable seven-year term.

The terms of one judge of UNDT and three judges of UNAT will expire on 30 June 2026, and the terms of four judges of UNDT will expire on 9 July 2026. There is an additional vacancy on UNDT due to the resignation of the incumbent full-time judge in New York, effective 1 January 2025. A total of nine vacancies on UNDT and UNAT is to be filled in the coming judicial selection exercise.

The United Nations is undertaking the present selection process to fill these vacancies, and is inviting applications for:

- One full-time judge of the UNDT in New York (for service for the remainder of the current term until 30 June 2026; pursuant to Article 4(5) of the UNDT Statute, the incumbent then “may be reappointed for one non-renewable term of seven years,” starting on 1 July 2026);

- Five half-time judges of UNDT (for a non-renewable seven-year term starting on 1 July 2026 for one vacancy, and on 10 July 2026 for four vacancies); and
- Three judges of UNAT (for a non-renewable seven-year term starting on 1 July 2026).

Mandatory qualifications for judges of UNDT (see UNDT Statute, Article 4(3))

1. All persons applying to serve as a judge of UNDT must be of high moral character and impartial.
2. Candidates must have at least ten (10) years of judicial experience (i.e. experience as a judge or equivalent) in the field of administrative law, or the equivalent (*e.g.*, employment law, labour law) within one or more national jurisdictions.
3. All candidates must be fluent, both orally and in writing, in English or French in order to conduct judicial proceedings and draft decisions in either of the two languages.

A current or former judge of UNAT is ineligible to serve on UNDT.

Mandatory qualifications for judges of UNAT (see UNAT Statute, Article 3(3))

1. All persons applying to serve as a judge of UNAT must be of high moral character and impartial.
2. Candidates must have at least 15 years of aggregate judicial experience (i.e. experience as a judge or equivalent) in the field of administrative law, employment law, or the equivalent within one or more national or international jurisdictions. Relevant academic experience, when combined with practical experience in arbitration or the equivalent, may be taken into account towards five of the qualifying 15 years.
3. All candidates must be fluent, both orally and in writing, in English or French in order to conduct judicial proceedings and draft decisions in either of the two languages.

A current or former judge of UNDT is ineligible to serve on the UNAT.

Applications:

Interested candidates are invited to apply by completing the prescribed application form in either English or French, available at <https://un.org/en/internaljustice/overview/judicial-vacancies.shtml> (in English) and <https://www.un.org/fr/internaljustice/overview/judicial-vacancies.shtml> (in French), and sending the completed form by email to internaljusticecouncil-application@un.org to be received by 11:59 p.m. (U.S. Eastern Standard Time) on **28 February 2025**.

Candidates who do not meet the mandatory qualifications set out above or who do not apply using the prescribed form will not be considered. The form must be completed electronically (handwritten forms will not be accepted).

Eligible persons may apply to both UNDT and UNAT vacancies through one application form.

Candidates under serious consideration for selection will be subject to reference checks to verify the information provided in the application, required to take a written test or to prepare a draft opinion based on a hypothetical fact pattern, and will be interviewed by the Council.

Applications from women are strongly encouraged.

Applications are sought on a wide geographic basis and candidates from the Asia-Pacific, Eastern Europe and GRULAC states are strongly encouraged to apply.

The list of United Nations Member States comprising the regional groups is available at <https://www.un.org/dgacm/en/content/regional-groups> (in English) and <https://www.un.org/dgacm/fr/content/regional-groups> (in French).

Remuneration package and additional information:

As per United Nations General Assembly resolution [63/253](#), UNDT judges are remunerated at a level equivalent to D-2 step IV on the United Nations salary scale for the Professional and higher categories. For indicative purposes, the annual net salary levels at D-2 step IV, including post adjustment, in effect as from 1 December 2024 are estimated as follows: USD 234,145 (New York), USD 236,010 (Geneva) and USD 191,393 (Nairobi) for full-time judges. Salaries of half-time judges depend on the level prescribed for their place of established residence; for example: USD 181,575 (if residing in Bangkok), USD 164,175 (if residing in Santiago) (prorated based on the number of months actually deployed in a year, if any). Other benefits and entitlements of UNDT judges include, subject to eligibility: annual leave, dependency allowances, medical and dental insurance (full-time judges only), rental subsidy (full-time judges only), education grant for children (full-time judges only), home leave (full-time judges only), paid sick leave; maternity / paternity / adoption leave. Transportation costs and daily subsistence allowance may be covered if their deployment requires travel.

As per United Nations General Assembly resolutions [63/253](#) and [72/256](#), UNAT judges receive an honorarium of US \$2,400 for each judgement for the principal author, and US \$600 for each judge signatory; and US \$600 for the adjudication of interlocutory motions by a single UNAT judge. The United Nations also covers travel expenses and daily subsistence allowance for the duration of UNAT sessions.

The qualifications and terms of judicial office of the judges and the articles governing the operation of the Tribunals are set out in the Statutes of UNDT and UNAT. The standards of judicial conduct are prescribed in the Code of Conduct for the Judges of UNDT and UNAT and related Mechanism for Addressing Complaints Regarding Alleged Misconduct or Incapacity of the Judges. These documents are available at www.un.org/en/internaljustice (in English) and www.un.org/fr/internaljustice (in French). The candidates are encouraged to familiarize themselves with these documents and with the jurisprudence of the Tribunals which is also available on the website.

The judges are expected to make themselves fully available to perform judicial functions for UNDT and UNAT, as applicable. The respective Presidents of the Tribunals monitor the timely delivery of judgements, while the UNDT caseload is monitored through a publicly available dashboard.

A judge of UNDT or UNAT shall not be eligible for any other appointment within the United Nations, except another judicial post, for a period of five years following the end of his or her term of office.

The judges shall be appointed by the General Assembly from a list of two or three candidates recommended for each vacancy by the Internal Justice Council, an independent body established by the General Assembly.

Due to the sheer volume of expected applications, the Council will not be in a position to respond to any enquiries regarding the selection process and will further contact only those applicants who will have moved forward in the selection process.