

Personal information

Surname / First name **Schmidt, Bärbel**
Address D - 53773 Hennef
E-mail mail@baerbel-schmidt.de
Marital status married, three children

Work experience

Dates July 2008 - Sept 2012

Occupation / position held **Associate Trial Lawyer (Office of the Prosecutor)
at the International Criminal Court (ICC)**

Main activities / responsibilities Preparation of and participation in trial proceedings regarding crimes against humanity and war crimes committed in the Central African Republic (CAR). This included:

- ▶ Conduct of hearings and court proceedings: Questioning prosecution witnesses, in particular two victims of rape and pillaging as well as a military insider. Making oral submissions on evidence and raising objections. Acting as back-up in court for witnesses examined by other trial lawyers, such as expert witnesses on sexual violence as a tool of war and post-traumatic stress disorder as well as victims of sexual crimes, pillaging and murder and political and military insider witnesses.
- ▶ Preparation and follow-up of court proceedings: Preparing witness examination plans and questions for re-examination of insider witnesses and victims of sexual crimes including identifying key objectives and limits of the respective witnesses. Debriefing the testimony of witnesses. Redacting transcripts for witness protection. Developing of a counter-defence strategy.
- ▶ Interaction with witnesses and victims in Bangui (CAR), The Hague and New York: Participating in witness interviews. Conducting assessment meetings in the field, explaining rights and obligations to victim witnesses. Meeting expert witnesses on sexual crimes for trial preparation.
- ▶ Legal drafting: Drafting applications, submissions and legal memoranda concerning procedural and substantive issues, including legal and evidentiary research. Writing of outlines and speaking notes for court hearings. Drafting of portions of essential submissions such as the Charging Document, the Pre-Trial Brief, the Closing Arguments and the Evidence Analysis Chart.
- ▶ Analysis: Analysing different types of evidence in support of ongoing investigations. Reviewing witness testimonies to develop the prosecution and counter-defence strategy. Identifying the significance of testimony as well as the strengths and weaknesses of the prosecution case. Assessing the role of witnesses and their vulnerability.
- ▶ Project development: Developing the set up and content of the major case management database CaseMap to structure, analyse and compile all information and evidence related to the case. Using CaseMap to create FAD (Fact Analysis Database) for different purposes such as the synthesis of an analysis chart of incriminatory evidence, the digest of witness testimony and documentary evidence and the drafting of the closing arguments of the court case.

- ▶ Project management: Coordinating the population and maintenance of a case management database (CaseMap). In particular, coordinating the implementation of witness statements into the database and providing support to the trial team concerning an effective digest of evidence. Drafting and reviewing of guidelines for the proper use of the database including legal and factual cross-check of evidence. Instructing junior staff and reviewing their work to provide consistency and high quality of input. Calculating time and staff needs in relation to received and expected trial evidence.
- ▶ Focal point for gender crimes: Participating in and preparing of meetings on gender crimes related issues. Liaising and communicating with the Gender Crimes Unit at the Court. Communicating with expert witnesses on sexual crimes, including the handling of financial and logistical matters and the preparation of and participation in meetings of these witnesses for trial preparation (witness proofing).
- ▶ Focal point for financial investigations: Reporting on the status of financial investigations, compiling memoranda and submissions related to the assets of the accused. Representing the Prosecution in inter-divisional working group (Registry-Office of the Prosecutor) to adopt a protocol for sharing information on financial investigations.
- ▶ Recruitment of junior staff: As panel member assessing candidates for the positions of Assistant Trial Lawyers and Legal Assistants, including the design of written and oral tests, the conduct of interviews and the selection of successful candidates.
- ▶ Additional projects: several research projects outside the scope of the court case, *inter alia* the drafting and editing of weekly court reports, a project on questions about the ICC and its work and a project on the interaction and cooperation in national and international proceedings from the viewpoint of the ICC.

Trainings:

(1) Advocacy and Legal Training:

- ▶ Trial Advocacy Training, organised by Shearman & Sterling LLP, October 2011.
- ▶ Advocacy for Prosecuting Offences of Sexual Violence in the Central African Republic, Office of the Prosecutor, December 2010.
- ▶ Trial Advocacy Training Programme, Office of the Prosecutor, October 2010.
- ▶ Cross-Examination Training Programme, organised by the Honourable Society of the Inner Temple, UK, July 2009.
- ▶ Evolution of Gender Crimes, organised by Catharine MacKinnon, Special Gender Adviser to the Prosecutor, June 2009.
- ▶ Training Course Office of the Prosecutor - Structure of international crimes, focus on mental elements, organised by the Grotius Center for International Legal Studies, March 2009.

(2) Technical Training:

- ▶ CaseMap
- ▶ Ringtail
- ▶ Livenote
- ▶ Trim
- ▶ iTranscend
- ▶ eCourt

Meetings / Presentations:

- ▶ Presentation: The E-Court System at the ICC - Demonstrations and Presentations for the Project Group eAkte of the Ministry of Justice of North Rhine-Westphalia, March 2009, The Hague.
- ▶ Expert Meeting: Investigation and Prosecution of Gender Based Crimes, International Criminal Court, December 2008, The Hague.
- ▶ Presentation: Insights into the ICC-OTP: The first six years of the ICC: Achievements and way forward, The London School of Economics and Political Science, April 2009, London.

Name and address of employer	International Criminal Court, Maanweg 174, NL-2516 AB, The Hague
Dates	September 2007 - June 2008
Occupation / position held	Legal Assistant (Office of the Prosecutor) at the International Criminal Court (ICC)
Main activities / responsibilities	Support the Office of the Prosecutor, in particular the Investigation and Prosecution Divisions: carry out evidence review; make disclosure recommendations on the basis of the review; redact witness related documents; process evidence in ringtail database; sourcing of charges.
Name and address of employer	International Criminal Court, Maanweg 174, NL-2516 AB, The Hague
Dates	October 2005 - May 2007
Occupation / position held	Assistant Programme Coordinator at Transparency International (international Non-Governmental Organisation)
Main activities / responsibilities	Organisation and follow-up of the 12 th International Anti-Corruption Conference (IACC), held 15-18 November 2006 in Guatemala City gathering close to 1400 participants from 120 countries and entities. Specific tasks included: communication and interaction with governments, Intergovernmental Organisations, private sector and Non-Governmental Organisations worldwide; project design, management and follow-up; drafting of legal documents; logistical arrangements (mainly in Guatemala); fundraising (proposal writing); marketing; financial management; advocacy work.
Name and address of employer	Transparency International (TI) Secretariat, Alt Moabit 96, D-10559 Berlin
Dates	May 2005 - October 2005
Occupation or position held	Internship at Transparency International (international Non-Governmental Organisation)
Main activities / responsibilities	Assistance to the Integrity Pacts and Public Contracting Programme Manager, including legal research on procurement issues; development of training material and a best practice database.
Name and address of employer	Transparency International (TI) Secretariat, Alt Moabit 96, D-10559 Berlin

Dates February 2005
Occupation or position held **State Bar Examination** (Zweites Juristisches Staatsexamen, Assessor iuris)
Name and address of employer State Government of Berlin / Supreme Court, Salzburgerstraße 21-25, D-10825 Berlin

Dates February 2003 - February 2005
Occupation or position held **Practical Legal Training** (Juristischer Vorbereitungsdienst, Rechtsreferendarin)
Main activities / responsibilities

- ▶ Berlin District Court-Civil Chamber: Drafting of legal opinions, judgments and decrees.
- ▶ Public Prosecutor's Office - Economic Crimes Division: Drafting of indictments and penalty orders.
- ▶ German University of Administrative Sciences Speyer: Seminars "Europeanisation of immigration and asylum laws", "Development of International Law".
- ▶ Administrative Court Berlin: Drafting of judgments and decrees related to immigration law and cases of expropriation by the former GDR government.
- ▶ Law firm Heller & Partner: Drafting of statements of claims and opinions.
- ▶ German Embassy Quito / Ecuador: Legal and consular work (co-operation with German courts in asylum proceedings; interpretation of international agreements); press and public relations. Initiation and conduct of film project on the activities and impact of the German Technical Cooperation (GTZ) in Ecuador.
- ▶ German Parliament - Committee on Human Rights and Humanitarian Aid: Drafting of opinions and recommendations for the plenary.

Name and address of employer State Government of Berlin / Supreme Court, Salzburgerstraße 21-25, D-10825 Berlin

Dates January 2003
Occupation or position held **Assistant to a Member of the European Parliament**
Main activities / responsibilities Drafting of documents and research concerning the law-making process; reply to requests from citizens and national and European organisations; office management.
Name and address of employer MEP Karl-Heinz Florenz, European Parliament, Rue Wiertz, B-1047 Brussels

Dates October 2002 - December 2002
Occupation or position held **Assistant to Desk Officer for European Affairs**
Main activities / responsibilities Weekly reports for the state government on European affairs; taking minutes of meetings of European Convention working groups and Council working groups.
Name and address of employer Dr. Ekkehard Rohrer, Representation of the Land Baden-Württemberg to the European Union, Rue Belliard 60-62, B-1040 Brussels

Dates May 1996 - May 1997
Occupation or position held **Research Assistant** at Institute for Civil Law and Civil Procedure Law
Main activities / responsibilities Research; drafting of research studies; assistance to (PhD) students.
Name and address of employer Prof. Götz von Craushaar, University of Freiburg, Institute for Civil Law and Civil Procedure Law, Platz der Alten Synagoge 1, D-79085 Freiburg

Education and training

Dates	September 2001 - September 2002
Title of qualification awarded	Master in European Community Law, LL.M.
Principal subjects	Penal Law in the European Union, External Relations of the EU, European Security, European Environmental Law and Policy, Judicial Remedies in EC Law, Institutions of the EU
Name and type of organisation	College of Europe, Bruges / Belgium
Dates	October 1994 - July 2000
Title of qualification awarded	State Law Examination (Erstes Juristisches Staatsexamen, Referendarin)
Name and type of organisation	University of Freiburg / Germany
Dates	October 1997 - July 1998
Title of qualification awarded	Scholarship for University Exchange Programme Freiburg / Germany - Madrid / Spain
Principal subjects	European Community Law, International Law, Spanish Literature and History
Name and type of organisation	Complutense University Madrid / Spain
Dates	February 1998 - June 1998
Principal subjects	Français des Relations Internationales
Name and type of organisation	Institut Français Madrid / Spain
Dates	August 1985 - June 1994
Title of qualification awarded	A-level (Abitur)
Name and type of organisation	High School (Gymnasium) Ditzingen / Germany

Personal skills and competences

Mother tongue	German
English	Excellent
French	Excellent (United Nations Certificate of October 2010)
Spanish	Excellent (United Nations Certificate of September 2009)
Social skills and competences	Excellent oral and written communication skills, including ability to articulate clear messages to different audiences and the presentation of complex issues in a concise manner in English, French, Spanish and German; good networking skills, including building effective partnerships; sensitive, respectful and diplomatic in multi-cultural workplaces.
Organisational skills and competences	Experienced in establishing work plans, designing strategies and supervising teams; capable of completing multiple tasks at one time; quick thinker and creative and practical problem solver; able to work both independently and as part of a team with strong attention to detail; used to work efficiently under pressure and meet tight deadlines; experienced in organisation of big events.
Computer skills	Windows XP, Vista, 7 & 8, MS Office tools (Word, Outlook, Power Point, Excel, Access), internet software; Software for handling complex court cases (Ringtail, CaseMap, Trim, iTranscend, eCourt, Livenote).