

Introduction

1. The Applicant is a Senior Executive Support Associate working with the East Horn of Africa and Great Lakes Regional Bureau, Office of the United Nations

Urgency

7. Urgency is relative and each case will turn on its own facts, given the exceptional and extraordinary nature of interim relief through the suspension of the implementation of a contested decision. If an applicant seeks the Tribunal's assistance on an urgent basis, she or he must come to it at the first available opportunity, taking the particular circumstances of her or his case into account (*Evangelista* UNDT/2011/212). The requirement of particular urgency will not be satisfied if the urgency was created or caused by the applicant (*Villamorán* UNDT/2011/126; *Dougherty* UNDT/2011/133).

8. The Applicant states that she considers this matter urgent because:

- a. She has submitted her management evaluation request to UNHCR and the request is still pending decision;
- b. Her separation date is drawing closer, i.e., Wednesday 3 April 2024; and
- c. Once she completes the separation process, she cannot pursue the matter as an external entity/party.

9. The Tribunal notes that the Applicant was aware of the contested decision at least for a period of about six weeks. The Applicant ought to have come to the Tribunal at the first possible opportunity to seek the interim preservation of her rights.

10. The Applicant in this case fails to provide any reason why she took such a long time to submit the present application and the reasons she advances are not persuasive.

11. Therefore, the Tribunal considers that, in this case, the urgency was self-created.

Prima facie unlawfulness

12. The Tribunal further observes that the Applicant does not allege anything unlawful about the expiration of her contract. She only mentions other job opportunities she has applied for but did not get. Moreover, she does not indicate whether she requested management evaluation or judicial review of the non-selection decisions.

Irreparable harm