
UNITED NATIONS DISPUTE TRIBUNAL

Case No.: UNDT/NY/2018/004
Order No.: 131 (NY/2019)
Date: 18 September 2019
Original: English

Before: Judge Joelle Adda

Registry: New York

Introduction

1. On 8 February 2018, the Applicant filed an application contesting the decision not to select him for the position of Statistician, at the P-4 level, in the Demographic Statistics Section, Statistics Division, Department of Economics and Social Affairs.

2. On 12 March 2018, the Respondent filed a reply contending that the application is without merit as the contested decision was in line with procedural requirements and was not arbitrary or based on improper motivation. The Respondent submits that the Hiring Manager lawfully determined that the Applicant did not meet the work experience requirements for the position.

3. On 28 August 2019, pursuant to Order No. 115 (NY/2019), the Applicant filed a response to the Respondent's reply. In his submission, the Applicant raised a number of additional contentions in relation to the information provided by the Respondent in his reply. In particular, the Applicant claims that the Hiring Manager took the following steps in order to manipulate the selection exercise: (i) defining the minimum work experience requirements in the vacancy announcement in a unduly restrictive manner; (ii) failing to administer any written assessment precluding an objective evaluation of candidates' substantive knowledge; and (iii) conducting an inconsistent assessment of work experience requirements of the pre-screened candidates, as recorded in the Comparative analysis of preliminary evaluation table.

4. Having considered the parties' submissions, pursuant to art. 19 of the Dispute Tribunal's Rules of Procedure and for a fair disposal of the case,

