



1. By application filed on 30 November 2016, the Applicant contested his non-consideration and eventual non-selection for the position of Russian Reviser (P-4), Department of General Assembly and Conference Management, New York, advertised under job opening number 50523 (“JO 50523”).

2. The United Nations Dispute Tribunal (“UNDT”) adjudicated the matter by Judgment *Krioutchkov* No. UNDT/2018/103 dated 17 October 2018, which rescinded the contested administrative decision and set compensation in lieu of rescission.

3. The Secretary-General appealed the above-mentioned Judgment and, by Judgment *Krioutchkov* 2019-UNAT-924, the United Nations Appeals Tribunal (“UNAT”) set aside the UNDT Judgment and remanded the matter for additional fact-finding.

4. The remanded case was registered under Case No. UNDT/GVA/2016/098/R1 and assigned to the undersigned Judge.

5. The Applicant is a Russian Translator, holding a permanent appointment at the P-3 level, step XV, at the Economic and Social Commission for Asia and the Pacific (“ESCAP”), based in Bangkok, Thailand.

6. On 30 November 2015, he applied for JO 50523 and on 17 June 2016 he received a notification that his candidature was unsuccessful.

7. In its above-mentioned Judgment, the UNDT found that the Applicant’s candidature was not given full and fair consideration, *inter alia*, because he was screened out despite holding the degree required for the position.

8. In his appeal before UNAT, the Secretary-General argued that the Applicant was screened out by the Inspira system because he had indicated to have a certificate/diploma instead of a university degree, which was the minimum educational qualification required for the job opening in question. In this connection, the Applicant argued that the Organization knew that he had the educational qualification required for JO 50523 and nevertheless failed to consider his application fairly.

9. In its decision, UNAT stated that it was necessary to elicit evidence as to what options concerning education and university degrees were available in the Inspira system at the relevant time and as to the and

14. The educational requirement under JO 50523 was a “recognized first-level degree from a university or institution of equivalent status” and to “have passed the Russian Uni0.0669860



requirement in JO 50523. This assertion is unsupported by the documentary evidence on file.

25. The Applicant incorrectly entered his education details and, consequently, Inspira automatically screened him out as not meeting the minimum educational requirement for the job opening, namely

decision and not a general administrative practice. Although in abstract this could be relevant for the examination of damages, it is not relevant in the present case in view of the finding that the contested administrative decision wa2.08600044 Tin