

Vacancy Announcement

Position:	2 Legal Officers
Duty Station:	Banjul, The Gambia (with frequent regional travel)
Salary	USD25,000 and up, commensurate with experience. Tax free.
Benefits:	Medical Travel Pension Other benefits competitive

The Institute for Human Rights and Development in Africa (IHRDA) is searching for passionate human rights advocates with the aptitude and attitude to work within a fast-paced, international environment as part of a dynamic team that is committed to promoting and protecting human rights and development in Africa.

Who We Are

IHRDA is an award-winning, pan-African nonprofit organization promoting the effective use of human rights instruments to promote and protect human rights and development in Africa. Established in 1998 with diplomatic status in The Gambia, we have an unimpeachable track record in the defense, education, and information dissemination of human rights. IHRDA has recorded groundbreaking decisions before the African Commission on Human and Peoples' Rights (ACHPR), the African Court on Human and Peoples' Rights (AfCHPR), the African Committee of Experts on the Rights and Welfare of the Child (ACERWC), as well as sub-regional mechanisms, including the ECOWAS Court of Justice.

Learn more about us at www.ihrda.org

Our Core Values

Integrity | Teamwork | Innovation | Dedication | Diligence

Legal Officer Role at IHRDA

The Legal Officer plays a vital role in the fulfilment of the IHRDA's vision and mission. As part of a team, he/she assists to develop and implement IHRDA's programme of work to advance the legal protection of international human rights through African human rights treaties. The Legal Officer assists in all IHRDA's programme areas: legal advocacy, capacity building, research and publications, and strengthening the African human rights system.

Specifically, the Legal Officer will collect and prepare evidentiary material; draft legal briefs, table of contents and table of authorities; provide representation during hearings of IHRDA and petitioners that IHRDA represents. He/she will identify suitable cases for litigation by conducting legal research, providing analysis, preparing advice, opinions and discussion papers on a diverse range of issues relating to applicable law. The Legal Officer will also be responsible for maintaining case files; drafting and preparing case-related correspondence; and case-related communication. She/he will assist in developing litigation strategies, in networking with donors and partners, and capacity-building for litigation.

Who You Are

You are a highly motivated and ethical lawyer with strong international human rights and litigation experience, and a commitment to continuous learning. You are excited to

elevate, redefine and shift the needle in human rights discourse and practice in Africa. You are highly adaptable.

As an equal opportunity employer, we strongly encourage people with disabilities, women, and people who are bilingual (especially English with Portuguese or French or Arabic) to apply.

Your Academic and Professional Experience:

- An LLB or JD with 5 years' work experience, or an LL.M with 3 years' work experience;
- Admission to legal practice with 3 years of post-admission practice;
- Experience with human rights litigation at the national, regional or international level;
- A solid understanding of the African human rights system and of comparative or international human rights law;
- Experience with human rights training and/or public speaking;
- Project management experience;
- Willingness to work within a cross-functional, multi-cultural, and multi-lingual team; and
- Strong communication and interpersonal skills, with fluency in more than one African Union language a plus.

How to Apply

Please send (in English or French):

1. A current Curriculum Vitae;
2. A motivation letter;
3. An unedited writing sample of between 5 to 20 pages; and
4. A list of three references with their information and contact details (position, relationship to you, email, and telephone number)

The closing date for applications is Monday, 18th March 2024 at 11.59 p.m. GMT.

Kindly email your application and all relevant documents to 2024recruitments@ihdda.org with the heading "Application – IHRDA Legal Officer". This is a competitive recruitment process, so we strongly urge candidates with all or substantially all the qualifications to apply. However, due to the volume of applications, we will not be able to respond to individual requests or queries.

ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED.