



Vacancy Announcement

Position:	Legal Officer (French bilingual)
Duty Station:	Banjul, The Gambia (with frequent regional travel)
Duration:	Fixed term 3-year contract, renewable.
Salary	USD33,063 per annum, tax free
Benefits:	Medical Travel Pension Other competitive benefits

The Institute for Human Rights and Development in Africa (IHRDA) is searching for a passionate human rights advocate 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, they assist 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: litigation, legal advocacy, capacity building, research and publications, and strengthening the African human rights system.

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

research and knowledge production on various issues relating to human and peoples' rights.

Who You Are

You are a highly motivated, competent and ethical lawyer with strong international human rights and litigation experience, and a commitment to high quality work and continuous learning. You are excited to elevate, redefine and shift the needle in human rights discourse and practice in Africa. You are highly adaptable and self-driven.

For this role, the suitable candidate should be bilingual with professional level proficiency in both English and French,

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 research, advocacy and 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 engaging with African regional and sub-regional human rights mechanisms is a plus;
- Experience with human rights training/capacity building and/or public speaking;
- Experience with civil law tradition or hybrid legal systems is preferred.
- Project management experience;
- Ability and willingness to work within a cross-functional, multi-cultural, and multi-lingual team; and
- Strong communication and interpersonal skills, with fluency in English and French is required.

How to Apply

Please send (in English or French):

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

The closing date for applications is Tuesday, 15th July at 11.59 p.m. GMT.

Kindly email your application and all relevant documents to vacancies@ihrda.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.

IHRDA is an equal opportunity employer.

ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED.