

VACANCY ANNOUNCEMENT

June 2019

Senior Legal Adviser (Team Leader) - Zimbabwe

The International Commission of Jurists (ICJ) is a global network of advocates promoting justice and human rights.

The ICJ has an exciting new opening for a Senior Legal Adviser who will lead, help develop and guide the implementation of the ICJ's programmes in Zimbabwe. This is a full-time position, starting in September 2019. The position is based in Harare, Zimbabwe.

The ideal candidate will have a minimum of a master's degree in law or its equivalent, with extensive knowledge of public policy formulation, international human rights law, and at least 10 years of legal experience at the national, regional, or international levels. The candidate needs to have demonstrable experience working for or extensively engaging with justice sector actors and human rights NGOs. We are looking for someone who is a leader with strong interpersonal skills, passionate about human rights, with a strong commitment to gender equality and diversity. The candidate must be a team player who is keen to engage in public advocacy, and work in a collaborative way to deliver high quality work on time.

RESPONSIBILITIES

The Senior Legal Adviser will be responsible for the overall implementation of the ICJ's projects in Zimbabwe. Reporting to the ICJ Africa Regional Director, the Senior Legal Adviser will:

- Help develop and guide the implementation of ICJ's work in Zimbabwe and in the region;
- Undertake legal and policy research and analysis of strategic issues and processes in Zimbabwe and elsewhere as required;
- Monitor threats to the rule of law in Zimbabwe and design and implement appropriate programmes to strengthen the rule of law;
- Monitor the impact of ICJ's work and ensure that it remains relevant and strategic;
- Draft periodic reports for the Zimbabwe programme and/or any other ICJ project as required;
- Supervise the work and outputs of ICJ staff, consultants and interns in the Harare Office;
- Assist in providing legal and policy guidance to staff in the region;
- Represent the ICJ in engagements with critical stakeholders including government officials, civil society, business and labour as well as with the diplomatic community, donors and regional and international intergovernmental bodies;
- Undertake media work on behalf of the ICJ.
- Assist the Africa Regional Director in developing strategic plans and fundraising proposals for the ICJ's work in Zimbabwe and Sub-Saharan Africa
- Assist the Programme Manager in the development of M&E, data collection and donor reporting
- Implement strategies to strengthen, inform and mobilize the ICJ Network of Commissioners, National Sections and Affiliated organizations in the region and engage them in the work of the ICJ;

- Carry out other, appropriate responsibilities as requested by the Africa Regional Director

QUALIFICATIONS

The successful candidate will have:

Education & Experience

- University degree in law and a master's degree in international human rights law or transitional justice;
- Ten years of legal experience at national and international level, including with non- or inter-governmental organizations
- Demonstrable experience working with judges and judiciaries in Africa and other justice sector actors.
- Litigation experience in both national and supra-national tribunals is desirable

Essential Skills

- Demonstrated commitment to human rights, equality and non-discrimination and the rule of law;
- Excellent legal, political judgment and proven ability to develop and carry out innovative legal advocacy strategies;
- Demonstrated excellent analytical and writing competency;
- Strong research and analytical skills;
- Sound organizational skills and the ability to manage conflicting demands and to meet deadlines;
- Excellent interpersonal skills and ability to work with senior government officials and judicial officers;
- Strong motivator for colleagues
- Openness and flexibility, capacity to adapt to changing priorities and needs;
- Willingness to travel regularly.

The ICJ is an equal opportunities employer and offers competitive salary package.

Applications:

Applications close on **28 June 2019** and should be addressed with your CV, a cover letter and the names and contact details of at least two referees to:

Ref: Senior Legal Adviser (Team Leader)

By email: africa-recruitment@icj.org

Please appreciate that, owing to the volume of applicants, only short-listed candidates will be contacted. We regret that we are unable to answer phone enquiries.