

VACANCY ANNOUNCEMENT

March 2026

Associate Legal Adviser (100%)

Job location: home-based in Kenya, preferably in Nairobi. Only candidates with an existing right to work in the work location will be considered.

Contract duration: April to December 2026

The International Commission of Jurists (ICJ) is a worldwide organization of judges and lawyers united in affirming international law and rule of law principles that advance human rights. Its strategic goals for 2021-2025 are: (1) to develop, defend, and strengthen international institutions, instruments, and standards on rule of law and human rights; (2) to improve domestic implementation of, and compliance with, international law and standards; (3) to bolster the effectiveness and independence of judges and lawyers; and (4) to improve access to justice for all and accountability. Headquartered in Geneva, Switzerland, ICJ has a presence in Africa, Latin America, Asia & the Pacific, Europe & Central Asia, and the Middle East.

We are seeking a qualified and motivated full-time Associate Legal Adviser to work on the ICJ project in the Africa region. For this role, we are seeking a legal professional, familiar with legal research and human rights advocacy.

OVERVIEW

The Associate Legal Adviser (ALA) for the Africa Regional Programme (ARP) supports the broader objectives of the International Commission of Jurists in promoting human rights, justice systems, the rule of law, and access to justice across the region. Operating under direct supervision of the Director, Africa Regional Programme, this position assists in implementing the ICJ's strategic initiatives, contributing to research, advocacy, and project management. The ALA's particular focus will be on implementing projects relating to **gender discrimination and disability discrimination** and supporting ICJ's global efforts to implement activities in **Kenya and globally** in this regard.

The ALA supports implementation of the ICJ's Africa Programme using a range of innovative advocacy strategies to support ICJ legal interventions, including, field research into human rights issues related to law and justice; writing, contributing to and editing human rights reports, legal memos and briefing papers; engaging with allies and advocacy targets including civil society, local and international media, government, diplomats, UN agencies and mechanisms.

MAIN TASKS AND RESPONSIBILITIES

Programme Support:

- Assist in the development and execution of the Africa Programme, using ICJ's range of legal, advocacy and capacity building tools to advance the Programme's goals.
- Support the planning and organization of workshops, seminars, and training sessions to build the capacity of lawyers, judges and other stakeholders in the region.

Research and Analysis:

- Contribute to legal research and the preparation of reports on human rights issues relevant to the Africa region.
- Monitor and analyse legal and political developments, human rights and the rule of law developments internationally, including monitoring law reform initiatives and access to justice.

Advocacy and Communication:

- Engaging in advocacy efforts in various forums, contributing to the creation of engaging and informative content across multiple platforms (social media, newsletters, the ICJ website) to raise awareness and support advocacy initiatives of the Programme.
- Develop and implement communication strategies, manage press relations, and produce press releases and public statements to amplify the ICJ's visibility and advocacy impact.

Legal Interventions:

- Provide assistance to the Senior Legal Adviser and Legal Advisor in preparation of legal interventions, including drafting briefs and conducting background research for cases before national and regional courts and treaty monitoring bodies.

Training and Capacity Building:

- Under the guidance of the Senior Legal Adviser, assist in designing and delivering training sessions and capacity building exercises on ICJ Africa priority issues, including the development of materials and modules: developing advocacy initiatives, trial observations and assisting partners in developing litigation strategies and drafting court submissions.

Networking and Representation:

- Help maintain and develop relationships with the legal, political and academic communities in governments, as well as donors, NGOs, and other stakeholders in the region's human rights community.

- Under the guidance of the Senior Legal Adviser, represent the ICJ in various capacities as directed, developing and maintaining relations and contributing to the organization's external communications and media work.

ICJ Network Engagement:

- Support engagement with the ICJ Network, facilitating the exchange of ideas and information on human rights issues within the Africa region.

Collaboration Across ICJ Projects:

- Work collaboratively with staff from other regional and international programmes, contributing to joint efforts and sharing updates on the Africa Programme's activities.

Resource and Budget Management:

- Support the management of the programme's resources and budget, including assisting in budget preparation and monitoring expenditure.

Fundraising and Reporting:

- Contribute to fundraising efforts, including drafting project proposals and maintaining donor relations.
- Prepare regular reports on programme activities for internal use and donor reporting.

Other Duties:

- Undertake additional tasks and responsibilities as requested by the Senior Legal Adviser or the Director of the Africa Programme.

PROFILE**Education:**

- A degree in law.
- Advanced degree in international human rights law or international humanitarian law highly desirable.

Work experience:

- Progressive international experience in legal research, human rights advocacy, or related activities (minimum three years);
- Experience of practical legal and advocacy experience at the national, regional and international level working for the implementation of international human rights standards is highly desirable.
- Experience working in Kenya is required.

Language skills:

- English proficiency: proven high-level legal writing and editing skills.
- Knowledge of additional languages relevant to the Africa region is highly desirable.

Computer skills:

- Knowledge of Microsoft Office: Word, Excel, PowerPoint.

Other competencies:

- Demonstrated interest in and commitment to human rights and the rule of law.
- Good knowledge of international human rights and humanitarian law and international and regional human rights jurisprudence.
- Political judgment and the ability to develop and carry out innovative advocacy and legal work.
- Experience in developing media content and engaging with audiences on social media platforms is an asset.
- Strong analytical and organizational skills, with the ability to manage multiple tasks and projects effectively.
- Communication, teamwork and interpersonal skills, with the capacity to work collaboratively and in a multicultural environment.
- Openness and flexibility, capacity to adapt to changing priorities and needs.

APPLICATIONS

Interested applicants should provide all materials outlined below to recruitment@icj.org by 31 March 2026, midnight Central European Time (CET).

- CV (maximum 2 pages); which should include your home address (city and country);
- Cover letter (maximum 1 page) ;
- Data Subject Consent Form filed in and signed.

Please submit only the required application documents. Additional materials will not be considered.

Please include "**Associate Legal Adviser Africa**" in the subject line of the application e-mail.

Only candidates with an existing right to work in the work location will be considered.

Please appreciate that due to the volume of applications, only short-listed candidates will be contacted.

The ICJ is committed to the principle of equal employment opportunity and values a diverse workforce. The ICJ's policy is to practice a fair and non-discriminatory recruitment and selection procedure and to strive for and maintain international and multi-cultural personnel.

Applications are encouraged from all qualified candidates without distinction on grounds of race, colour, sex, national origin, age, religion, disability, sexual orientation and gender identity.

ICJ staff must adhere to its Code of Ethics which states that the ICJ does not tolerate discrimination, bullying and harassment in any form, nor sexual exploitation, abuse or harassment. The successful candidate will be required to pass a background check.

ACCESSIBILITY NOTICE: Applicants with disabilities who require reasonable accommodations throughout the recruitment process may send their requests through an email to recruitment@icj.org, or call +41 229 793 833.