

TERMS OF REFERENCE

Legal Adviser Consultant, Myanmar project

Type of contract: Individual Consultancy.

Level of effort: The consultant is expected to provide regular support throughout the contract period, with an anticipated input of **8 to 14 working days** per month (approximately **40% to 70%**), spread across the month. The exact level of effort will depend on the consultant's expertise and capacity to deliver the required outputs efficiently.

Location: Home-based, preferably within or close to the Bangkok time zone.

Duration of contract: 15 months.

Start Date: As soon as possible.

Summary

The International Commission of Jurists (ICJ) is seeking qualified applicants to provide Legal Advisor services for its Myanmar project. Services to be provided include legal research, analysis, drafting of reports and generally contributing to the implementation of the Myanmar project. The consultancy services are expected to be performed primarily on a home-based basis, with occasional international travel as required.

Overview of the ICJ

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. Composed of 60 eminent judges and lawyers from all regions of the world, the ICJ promotes and protects human rights through the rule of law, by using its unique legal expertise to develop and strengthen national and international justice systems. Established in 1952 and active on the five continents, the ICJ aims to ensure the progressive development and effective implementation of international human rights and international humanitarian law; secure the realization of civil, cultural, economic, political and social rights; safeguard the separation of powers; and guarantee the independence of the judiciary and legal profession.

Over the past seven decades, the ICJ has been able to improve the lives of millions of people using this approach, and it continues to work tirelessly to support civil society, legal professionals and the institutions that strive to protect the most vulnerable. Our vision, purpose and mission are presented on [icj.org](https://www.icj.org).

Scope of Services

The Consultant will:

- Lead and undertake legal research activities related to the ICJ's Myanmar programme, using a range of innovative methodologies.
- Develop advocacy materials, prepare legal reports, briefing papers, legal memos and submissions.
- Prepare discussion papers, concept notes and organize convenings.
- Contribute to capacity building and training for legal practitioners; organizing judicial dialogues and seminars.
- Preparing briefings for allies and advocacy targets including civil society, local and international media, government, diplomats, UN agencies and mechanisms.

- Develop and maintain relationships with the legal, political and academic communities in Myanmar and the Asia Pacific region.
- Monitor and analyse legal and political developments, human rights and the rule of law developments internationally, including monitoring law reform initiatives.
- Provide technical input to programme strategic plans and fundraising proposals related to the ICJ's work in Myanmar.
- Represent the ICJ in external meetings and events, when requested by the Regional Director. Support stakeholder engagement, advocacy and external communications, including with donors, intergovernmental organizations, NGOs, and members of the judicial, legal, academic, policy and human rights communities.
- Contribute to external communications initiatives, including the preparation of press releases, participation in public events and speaking engagements, and other activities that support the visibility of the ICJ.
- Collaborate with ICJ colleagues across regional and global programmes on relevant activities.
- Provide other related services as agreed with the Asia and Pacific Regional Director.

Detailed deliverables will be specified in the contract.

PROFILE AND REQUIREMENTS

Education and experience

- University degree in law with further academic studies in international human rights law.
- A minimum of five (5) years of legal experience /working for the promotion of human rights at the national and international level, including some experience with NGOs or inter-governmental organizations in the Asia Pacific region.
- Progressive international experience as a human rights lawyer;
- Experience of practical legal and international justice issues, including advocacy experience in national and international setting;
- Experience related to Myanmar is a strong asset;

Language skills

- Fluency in English with proven high level legal writing and editing skills;
- Working knowledge of Burmese is desirable.

Other competencies

- Excellent legal research, writing and analytical skills required;
- Excellent knowledge of human rights and related advocacy work, including at the international level;
- Excellent legal and political judgment and proven ability to develop and carry out innovative legal advocacy strategies;
- Very good organizational skills and the ability to effectively manage conflicting demands, meet deadlines and adjust priorities;
- Excellent interpersonal skills and ability to work as part of a multi-cultural team;
- At ease with fundraising and outreach;
- Proficient in the use of Microsoft office;
- Demonstrated commitment to human rights and the rule of law in the Asia Pacific region;
- Willingness to travel internationally when required, and potentially to Myanmar.

APPLICATION GUIDELINES

Interested individuals shall express their interest by submitting all materials outlined below in a single PDF file named **Name_Surname_Myanmar_Consultant**:

1. Completed Application Form, to be downloaded [here](#);
2. CV;
3. Cover letter;
4. Financial offer: **daily rate** inclusive of some basic costs like short distance local trips, printing and communication expenses etc. (Long-distance travel and other expenses such as interpretation, if required, will be covered separately by the ICJ.)

Deadline & Application information:

Interested Consultants should express their interest **by 30/08/2026**, by sending an email containing all the above-mentioned documents to recruitment@icj.org, mentioning “**Myanmar Consultant**” in the subject line. Applications will be reviewed on a rolling basis therefore early applications are encouraged.

As part of the selection process, the ICJ may request writing samples of previous work.

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 selection procedure and to strive for and maintain international and multi-cultural teams.

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.

Anyone engaged with the ICJ 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 consultant will be required to pass a background check.

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