

ISLA Lawyer

An exciting employment opportunity is available to an admitted attorney who has during their time in private practice, had extensive litigation experience and is now seeking a change that will bring meaning and add value to their work. A confident self-starter looking to make a contribution to the advancement of human rights, especially in the field of women's human rights.

About the organisation: The Initiative for Strategic Litigation in Africa (ISLA) is a feminist and Pan-African organisation that is founded on the belief that strategic litigation is a tool for social change because it helps to reframe the understanding of entitlements before the law.

ISLA's twin objectives are to create a pool of domestic lawyers who have expertise in litigating women's human rights cases, and to develop jurisprudence on women's human rights issues. ISLA litigates on the following issues; violence against women, women's land and property rights, sexual rights, and women's access to resources. ISLA provides an array of strategic litigation capacity strengthening programs and resources for its partners.

About the position: The ISLA team is looking for a lawyer (or senior lawyer) who will not only support the Women's Sexual Rights Program but will also in time provide leadership for the program. The person will also actively participate in other programs within the organisation that seeks to advance its aims. This person will work closely with other program lawyers, legal researchers, interns, and ISLA's partners as well as provide thought leadership on other initiatives that will drive strategy. As such experience contributing to strategic and operational planning of the organisation and to organizational development is essential. The position reports to ISLA's Executive Director and is based in South Africa.

About the work : To be part of the founding team establishing or strengthening the strategic litigation unit team as part of ISLA's mandate; to research substantive issues of comparative and international human rights law and practice; to draft clear and concise legal memoranda, briefs and opinions; to provide legal representation on cases before domestic, regional and international human rights fora; and build and strengthen alliances and coalitions to support cases with relevant social networks and groups. Other parts of the work includes:

- Facilitating capacity strengthening workshops on ISLA's programmes, international human rights law, and practice;
- Providing support for interns, volunteers and staff members as needed;
- Representing the ISLA and its programmes as required; and
- Supporting the work of ISLA's programmes as is required.

About the person: This position will be suited to an individual who has:

- Extensive litigation experience;
- An ability to make a strategic and dynamic approach to the use of law as a tool for the promotion of human rights and can demonstrate this,
- A legal degree and is admitted to legal practice in any African country;

- A good command of the English language
- Strong research capacity and exceptional writing skills;
- A keen analytical ability;
- Meticulous attention to detail;
- Substantial experience using constitutional, regional and international human rights law, with preference to candidates who have had such experience in litigation;
- An in-depth or sophisticated understanding of international and comparative human rights mechanisms, and institutions;
- Knowledge and understanding of women's human rights and feminist analysis;
- Fundraising experience, including demonstrated ability to cultivate relationships with individual donors, will be an advantage ;

The person will also be required to undertake at least 10 out of country trips per year in order to provide support in the countries that ISLA operates in. As the central ISLA office is based in Johannesburg, regular travel to the central office will be needed should the person be based in another country or city.

Other information about the position:

Preference will be given to qualifying applicants who:

- Are women ;
- Have extensive litigation experience;
- Have an advanced degree in human rights, gender or other relevant subjects;
- Have supervisory or management experience
- Have experience in coordinating and managing projects and demonstrate evidence of being a self-driven, resourceful person who is able to manage and coordinate teamwork well;
- Have experience in contributing to the overall strategic planning of an organisation; and
- Exhibit the highest standards of excellence and integrity, and display, at all times and to all persons, a courteous, professional and cooperative attitude.