



Job Requisition

TITLE:	Defense Lawyer (Female) [Afghan Nationals]
POSITION:	2 (Two)
REPORTS TO:	Legal Director
LOCATION:	Kabul Afghanistan
LENGTH OF CONTRACT:	3 months of probation (with possible one-year extension)
ANNOUNCE DATE:	10 November 2018
CLOSING DATE:	30 December 2018

About

Women for Justice Organisation (WJO) is a non-profit legal aid firm. We are founded and led by a new generation of brave and spirited human rights lawyers and defenders to defend the rights of women and children. We were registered as a non-governmental organisation with the Ministry of Economy in Afghanistan under number 4527 dated 7 October 2018.

What we do

- Legal and investigative support
- Public interest litigation
- Building the next generation of public interest lawyers
- Reform to law, policy and systems
- Client-based advocacy

Position Description: Under the direct supervision of the Legal Director, the lawyer investigates, documents evidence, litigates cases of public interest, trains other lawyers, conducts national-level and community-based advocacy and legal awareness to clients.

Responsibilities:

- Conduct visits in communities, prisons and other sites for investigation and documentation of evidence.
- Represents women and girls before civil courts, criminal courts and before other administrative bodies.
- Provides legal advice to clients.
- Provides training and assistance to other lawyers.
- Liaises with health practitioners, social workers and other support services on a regular basis; monitors and reports on referrals.
- Attends meetings, conferences, trainings and workshops.
- Reports to Legal Director daily/weekly/monthly and quarterly on cases and meetings.

Necessary Competencies

- Bachelor of Law
- Excellent advocacy and drafting skills in English, Dari and/or Pashto.
- Member of Afghanistan Bar Association with licence to practice before courts.
- 2 - 3 years of court experience in criminal and civil litigation.
- Trained on human rights concepts and/or laws; gender and trauma-sensitive approaches.
- Excellent communication, problem-solving, teamwork and leadership skills.
- Ability to travel to provinces in Afghanistan as is necessary and as determined by the Director.
- Ability to read, navigate and extract information.
- Demonstrable knowledge of EAW Law, Criminal Procedure Code, Civil Procedure Code and Penal Law.
- Demonstrable knowledge of Excel, Word, Google Search function; able to work with and format documents.

Preferred Competencies

- Master of Law
- 3 - 7 years post qualification experience working with NGOs or INGOs.
- Certifications and knowledge in international human rights laws, forensic medicine, investigation and documentation of evidence.

Successful candidate will be able to demonstrate the following attributes:

- Detail-oriented and highly organized.
- Ability to set priorities, manages time effectively, and handles multiple tasks under tight deadlines.
- Ability to think strategically and act in the best interests of WJO and its clients.
- Skilled communicator, both verbally and in writing.
- Ability to work both independently and as an effective team member.
- Strong commitment to women's rights.
- Keen to learn new topics, methods and skills related to her job. Able to implement new ideas, skills, methods and improve performance accordingly.

Applying:

To apply please send your application to directorwjo@gmail.com. Reference: Job Title 'Defense Lawyer in the e-mail subject line.

- Resume
- 1-page cover letter; indicate earliest starting date.
- One 2-page sample writing in English, preferably on a human rights/legal topic.
- One 2-page sample writing in Dari, preferably a court submission or short essay on a human rights/legal topic.
- Optional but highly recommended: 1 Reference Letter

Application Process

Shortlisted applicants will be interviewed and engage in a discussion of a case study using Afghanistan's Criminal Procedure Code. Expected time: 2 hours.