

**Vacancy Announcement: Legal Consultant
(Part-time - six months period)**

Background

Women's Initiatives for Gender Justice is an international women's human rights organisation based in The Hague working to achieve gender justice. We strive for equality through and in the law, including increasing accountability for sexual and gender-based crimes (SGBC). We work to include gender perspectives and increase female participation in justice mechanisms and strive to elevate the voices of local actors and victims to international structures such as the International Criminal Court (ICC), providing gender sensitive legal analysis and research. More details about the organisation can be found [here](#).

Over the course of 2022, Women's Initiatives has conducted research on all ICC SGBC jurisprudence to date. An analysis of the Court's jurisprudential developments on SGBC is needed to learn, adapt and improve the impact the ICC can have on both international and national accountability efforts to address these heinous crimes. In 2023, WIGJ plans to publish an in-depth report detailing the findings of this research and providing a series of recommendations geared toward ICC practitioners, to inform capacity building initiatives at the Court and beyond. WIGJ will engage with the ICC judiciary to organize peer-to-peer meetings with ICC Judges and Judges from other jurisdictions addressing SGBC to enhance their capacity to tackle impunity for SGBC.

The report will contain a comprehensive analysis of the way the Court's Chambers have interpreted SGBC elements and modes of liability as applied to these crimes, as well as how the Chambers have applied relevant procedures. It will assess the extent to which the jurisprudence aligns or diverges between ICC Chambers, as well as with important precedents set by other international courts and tribunals. It will also analyze the extent to which ICC jurisprudence may be in keeping with, advance or detract from international human rights norms and standards.

The Legal Consultant will be charged with finalising the report.

This is a **part-time** position (3-4 days a week) for a period of **six months**.

Applications close on **15 January 2023**.

Tasks and responsibilities

- Complement the available research and continue the analysis of issues highlighted in the outline;
- Conduct interviews with experts to discuss research findings;
- Organise peer-to-peer meetings with Judges; and
- Finalise the report and help prepare its launch.

The Legal Consultant reports to the Advocacy Director.

Qualifications and experience

- Highly developed legal research, writing and editorial skills with experience in developing high quality material suitable for publication;
- Familiarity with gender and legal analysis;
- Familiarity with the Rome Statute of the ICC and the work of the ICC; and

- Excellent communication skills and effective interpersonal skills, with the proven ability to establish and maintain positive working relationships.

Language skills

Excellence in written and spoken English.

Conditions

This is a part-time consultancy post for a period of six months. Women's Initiatives will be engaging the consultant as an independent contractor and the consultant will be liable for any relevant taxes owed, including VAT if applicable.

The start date would be in January 2023 or shortly thereafter, in consultation with the successful candidate. The WIGJ office is in The Hague, but remote consultancies are possible.

How to apply

Please send the following by **15 January 2023, 12:00 CET** (The Hague time):

- A curriculum vitae;
- A one-page cover letter describing your relevant experience and suitability for the post; and
- Names and contact details of three references.

Apply **via email** to hr@4genderjustice.org with the subject line: Legal Consultant Application.

Women's Initiatives is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, or age.

Only short-listed individuals will be invited for an interview.