



Program Director

The International Legal Foundation (ILF) is hiring a new program director. This is a great opportunity for an experienced criminal defense lawyer to join a growing team of experts who are fighting injustice and discrimination while transforming legal systems around the world.

Driven by the belief that every person accused of a crime, no matter their ability to pay, deserves to be represented by a well-trained lawyer, the ILF has established pioneering public defender programs in Afghanistan, Myanmar, Nepal, Tunisia and the West Bank that are leading the fight for equal access to justice for poor and vulnerable accused. The ILF's uniquely practical and effective approach focuses on incrementally developing the knowledge and skills of local lawyers through mentoring—not simply dropping in and providing one off trainings—while collaborating with government and justice sector stakeholders to advocate for systemic changes. In addition to its ground-up work establishing effective public defender systems, the ILF also engages in high-level global advocacy, pushing countries, international institutions, and donors to prioritize legal aid as a fundamental human right.

Reporting to the Senior Program Director, and working with a talented international program team, the Program Director will help pioneer the development of effective public defender systems worldwide by leading the ILF's long-term efforts to build a culture of defense primarily through the day-to-day, case-by-case mentoring of local legal aid lawyers. The ideal candidate will be a passionate, committed advocate and trainer who is excited about teaching lawyers in post-conflict and transitioning countries to use the law to increase access to justice and respect for the rule of law.

Responsibilities:

- Develop effective litigation strategies to advance the rights of the criminally accused by addressing entrenched rights violations and gaps between the law and actual practice;
- Direct mentoring, both in person and remotely, of local lawyers on actual casework and training, as necessary, to improve litigation, trial and advocacy skills
- Oversee the development and updating of the ILF's practice manuals, training guides and sample motions in existing country programs and/or in new countries that will assist in the mentoring of local staff and identify key issues to be litigated under the specific laws of the country;
- Work with the ILF's Senior Program Director to oversee and implement case intake, case preparation, training and mentoring across all ILF public defender offices;
- Work with the ILF's Senior Program Director on project start up, including but not limited to developing case intake mechanisms, training, recruitment and relationship building;
- Provide support to the ILF's International Fellows Program, which places volunteer lawyers in our country offices to provide intensive mentoring to local lawyers, including preparation of the Fellows and oversight on progress and challenges;
- Assist in developing and overseeing the ILF's monitoring and evaluation systems, including the case management systems used by the ILF's country programs in an effort to ensure

- accountability and to track continuous improvement and impact;
- Assist in supervising, supporting and mentoring staff and management teams at the ILF's country offices, both individually and as a group both on-site and long-distance;
 - Help guide growth, expansion and sustainability of the ILF's public defender programs;
 - Help develop and implement the ILF's advice and assistance programs for countries with existing public defender offices and legal aid systems in transition;
 - Implement activities (trainings, workshops, consultation, roundtables, meetings) in coordination with police, prosecutors, judges, and organizations that support the ILF's litigation strategies;
 - Bring innovation and creativity to interventions and initiatives that aim to build justice sector understanding of the right to counsel and their role in ensuring access to justice;
 - Work effectively with the ILF's Executive Director and Senior Program Director, and program and communications staff as necessary and appropriate, in supporting the ILF's mission;
 - Travel to ILF country offices for periodic short-term and often extended periods of time;
 - Assist with report writing and the development of publications that further the ILF's advocacy;
 - Represent the ILF globally, including at conferences and other advocacy forums.

Qualifications:

- Law degree and at least 5 years (preferably more) of practical experience in criminal defense
- Strong preference will be given to candidates with appellate and public defender experience
- Strong and demonstrated commitment to the ILF's mission and goals is required
- Familiarity with case management systems utilized by public defender offices preferred
- Practical lawyering skills training experience preferred
- Familiarity with performance standards and guidelines for quality defense representation
- Excellent interpersonal communication skills
- Excellent written communication skills
- Ability to work independently as well as in teams
- Ability to work within strict timelines and handle multiple tasks
- Experience working in an international setting preferred
- Ability and willingness to travel to post-conflict/transitional countries
- Ability to travel for extended periods of time to the ILF's country office locations
- Knowledge of French, Arabic or Spanish helpful

Please submit your resume and cover letter by **February 28, 2020** to: HR Director at jobs@theilf.org.

No telephone inquiries please. Only candidates selected for an interview will be contacted.

The International Legal Foundation is proud to be an equal opportunity employer, committed to inclusive hiring, and dedicated to diversity in our work and staff. We strongly encourage candidates of all identities, orientations, experiences and communities to apply.