



IRLI Volunteer Lawyer Vacancy Announcement

1. Overview

Irish Rule of Law International (IRLI) is a project-orientated, non-profit rule of law initiative established by the Law Society of Ireland and The Bar of Ireland. Originally founded in 2007, the organisation has collaborated with academics, judges, legal practitioners, policymakers and civil society around the world to advance collective knowledge of the relationship between rule of law, democracy, sustained economic development and human rights. We believe that members of the legal profession have a significant role to play in enhancing the rule of law and shaping the progress of developing societies.

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| 2. Programme Title | IRLI South Africa Gender-Based Violence (GBV) Pilot |
| 3. IRLI Position Title | IRLI Volunteer Lawyer x 2 |
| 4. Duration | 4 weeks (with additional reading-in and follow up) |
| 5. Location, Country | Cape Town, South Africa |
| 6. Expected Starting Date | 1 st September 2018 (flexible) |

7. Pilot Description

IRLI has obtained funding from Life's2good Foundation to run a 4-week pilot addressing the issue of gender-based violence and sexual assault in South Africa. We intend to use established Irish legal practice and experienced Irish criminal lawyers who have worked within the context of recent developments in Ireland, namely the implementation of a "rape shield law" (giving victims of rape right to legal representation) and the requirement to give written reasoning when the decision not to prosecute an allegation of sexual assault is taken.

The goal of this pilot project is to provide targeted, skilled support to two key civil society organisations (CSOs) working on issues of gender-based violence in South Africa. It is intended that these Irish lawyers, with extensive experience in recent developments in victim protection in Ireland, will be able to galvanise the work of these organisations, share best practices and provide expertise and skills directly relevant to their work on GBV issues.

The lawyers will assist with activities that are already being carried out within the CSOs, as well as bringing an outside perspective on ways to address the chronic issues facing this aspect of the justice system.

During this timeframe we will test our concept of operations, confirm the support of selected partners and develop a medium-term funding proposal for other key stakeholders in this area.

Building on both our six years of expertise delivering the Access to Justice programme in Malawi, and our extensive network of legal and NGO contacts built up over fifteen years of working in South Africa, IRLI is uniquely positioned to begin to address the current

challenges facing the South African justice system in terms of access to justice for victims of sexual assault and gender-based violence.

8. Programme Objectives

The primary beneficiaries of this pilot project are victims of sexual violence, many of whom currently do not feel protected and empowered in coming forward to report the crime, or in following through with their initial report. In working to improve victim representation and protection, as well as judicial accountability to the victim, we hope to see an improvement in reporting rates for gender-based crimes.

In addition to this, if influence can be garnered on legislation and court practice around victims' rights, this could have longer-term societal impact by ensuring a greater rate of prosecutions and convictions – and ultimately a discouragement to rape. At the same time, rape victims would feel supported by the system and would not be put through the secondary trauma that the scrutiny of a trial can often bring.

During and after the pilot placement, IRLI will be able to assess the efficacy of the project by looking at:

- Progress made on selected strategic litigations/research;
- Any lobbying planned or carried out during the lawyers' placement within the CSO;
- Relationships built with other key actors within the criminal justice sector, including funders;
- Groundwork laid for longer placements to commence in 2019;
- The impact of the placements according to the nominated CSOs and other key actors within the criminal justice system.

9. Roles and responsibilities

As this is a pilot project, the responsibilities and tasks of the volunteer lawyer are likely to evolve as planning continues and once the lawyer is on the ground in Cape Town. Part of the placement will involve a certain level of preparatory work being conducted prior to travelling to Cape Town. It is intended that a distinct issue in the area of rape will be focussed on by each Volunteer Lawyer (each with different issue) in order to lobby the government for change or, if deemed necessary, to instigate strategic litigation in the South African Court.

We expect that the placement may include:

Prior to placement:

- A read-in on key legislation and relevant strategic litigation in the area of rape in South Africa;
- Attending pre-meetings with relevant Irish experts who have knowledge on the distinct issue being focussed upon.
- Conducting desk-based research on comparable jurisdictions that have successfully (and, if relevant, unsuccessfully) developed law and jurisprudence on the distinct issue being focussed upon.

During placement (*in addition to continuing the above tasks*)

- Conducting legal research as directed by South African NGO and drafting pleadings.
- Attending meetings with various GBV experts and NGOs in order to gather relevant information on implementation of laws surrounding rape.
- Preparing documentation for advocates, court or any other experts.

- Completing any further tasks as requested.

10. Qualifications, skills and person characteristics

Essential

- Qualified solicitor/barrister with a minimum five years' post-qualification experience, with at least three years of this in the area of criminal law
- Experience working with GBV victims/complainants
- Computer skills (i.e. Word, Excel, PowerPoint etc.)
- Flexibility and creativity – as this is a pilot project, it is hoped that the Volunteer Lawyer will assist in shaping the future of a possible medium-term programme
- Excellent diplomacy and negotiation skills
- Strong ability to motivate others
- Ability to work independently but also as part of a team
- Fluency in written and spoken English
- Excellent communication skills, written and oral
- Ability to adapt quickly to a new cultural environment
- Exceptional time management and problem-solving skills
- Team spirit, commitment to IRLI's values and human rights.

Desirable

- Preference will be given to candidates with relevant policy, civil society and/or academic experience;
- Preference will be given to candidates who demonstrate sensitivity/knowledge of the South African context and/or of the developing world;
- Experience working in the Global South.

11. Conditions of service

Travel expenses (one return flight from point of departure to Cape Town), International Health Insurance and a Monthly Living Allowance will be provided. The Living Allowance assists the Volunteer Lawyer to meet living costs in Cape Town, including accommodation and utilities. These expenses shall not be construed as remuneration. Additional expenses will also be provided to cover pre-departure costs.

The successful applicant(s) must be available to travel to Cape Town by early September 2018

12. How to apply

Please forward a CV and cover letter, describing how you meet the requirements set out above and why you wish to work with IRLI, to loconnor@irishruleoflaw.ie by **12pm on Friday 6th July**. It is expected that the interviews for this position will take place the following week.

This pilot project is funded by Lifes2good Foundation with additional contributions from individual donors.