



## Job Requisition

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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:	1 November 2022
CLOSING DATE:	30 December 2022

### **About**

#### **Women for Justice Organisation (WJO)**

Women for Justice Organization Afghanistan (WJO) is a non-profit, non-governmental organisation registered in Kabul, Afghanistan, ref 4527 of 2018. Its mission is to defend the rights of women and strengthen institutional accountability, prevention and response to gender-based violence.

### **What we do**

- Legal Aid & Mediation Program
- Provision of psychosocial support (includes individual counselling, peer support groups Life skilled training and social work and assistance in reintegrating clients into family or society,
- Legal Training Program for Lawyers
- Client-based advocacy

**Position Description:** Under the direct supervision of the Legal Director, the lawyer investigates, documents evidence, litigates cases, 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 represent survivors of Violence
- 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 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.

Salary is competitive between \$400 – 700 depending on qualifications, experience and performance during probation period.

### **Applying:**

To apply please send your application to [humaira@wjoafg.org](mailto:humaira@wjoafg.org)

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 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.**