



POSITION: Legal Manager

REPORTING TO: Legal Director

REMUNERATION: Competitive

LOCATION: Francophone West Africa (Remote)

START DATE: ASAP



Background

The Initiative for Strategic Litigation in Africa (ISLA) is a feminist pan-African organisation focused on the strategic litigation of women's human rights and sexual rights both at national levels and within the African human rights system. Our work is based on the belief that strategic litigation is an immensely powerful tool for social change because it helps to reframe the understanding of entitlements before the law and challenges the legal discourse. ISLA seeks to gain ground by creating domestic and regional jurisprudence in women's human rights and sexual rights; strengthening the capacity of litigators and NGOs on the continent; and conducting rigorous research.

The Feminist Litigation Network (FLN) aims to develop a pool of African feminist litigators by providing quality and long-term support to individuals and partner institutions who work on strategic litigation on ISLA's thematic areas. We do this by investing in partner organisations - through multiple activities, mechanisms, and processes - to establish a new or strengthen an existing Strategic Litigation [SL] Unit or function. In doing this work, the FLN contributes to the ISLA's Strategic Plan through the goal to "create an enabling environment for strategic litigation to happen with the focus on strengthening lawyers, social movements, and institutions that work on strategic litigation".

About The Role

ISLA is reimagining the FLN in Francophone West Africa (FWA) and seeks to appoint a Legal Manager to lead our work in Francophone West Africa. The Legal Manager shall lead: the re-imagination of the Feminist Litigation Network in FWA, establishing and strengthening our partnerships in FWA, and in the development of a strategy for Network Development in FWA. She shall also support ongoing casework through case collaboration partnerships. She shall also work with a Francophone Legal Officer who shall support her in this role and provide language justice services.

Minimum Responsibilities

Network Development (40%)

- Develop and publish a Strategy on Network Development in FWA.
- Map out and engage partners that can support the Strategy in Network Development in FWA.
- Develop a database of partners that can be ISLA resources and sit within expert panels and advisory groups.
- Develop a database of partners that can ISLA can work with for purposes of legal mobilisation and to support ongoing case work.

Institutional Strengthening/Movement Building (30%)

- Support the process of modifying a curriculum for institutional strengthening for FLN in FWA.
- Support in the implementation of the institutional strengthening curriculum.
- Establish and strengthen an Expert Advisory team that can support our partner in ongoing case work.
- Identify and engage partners who can be part of ISLA's network in FWA.

Capacity Strengthening (10%)

- Support the SCLS Manager in enhancing the internal capacity of ISLA to effectively support the FLN in FWA work.
- Support the LSC to provide effective litigation support by bridging the gap between legal histories and cultures.
- Support the process of transforming the outcomes of capacity-strengthening activities into valuable insights and accessible reports.

Relationship Management and Collaborations (30%)

- Ensure effective management of the relationship between ISLA and our partner in FWA.
- Build and maintain relationships with movements, lawyers, and organisations that form part of the FLN in FWA Network.
- Identify partners we can work collaboratively with to enhance the impact of our work in FWA.
- Provide effective guidance to navigate complex relationships in varying geographical and political landscapes.

Minimum Job Requirements

1. Education

- A legal degree.
- An advanced degree in human rights/political science will be an added advantage.

2. Language

- The applicant should be bilingual and should speak both French and English. A working knowledge of English is acceptable but fluency in French is required.

3. Experience

- Demonstrated experience in human rights through research, litigation, or programming, showing a strong understanding of the relevant frameworks, jurisprudence and advocacy strategies.
- Demonstrated experience working in FWA with an appreciation of the political and legal landscape.

- Demonstrated experience with working with movements and building networks. With a focus on experience working with women's human rights organisations.
- Coordinating and managing projects and demonstrating evidence of being a self-driven, resourceful person who can manage and coordinate teamwork well.
- Exhibit the highest standards of excellence and integrity, and display, at all times and to all persons, a courteous, professional and cooperative attitude.

4. Skills

- Strong leadership skills with an ability to manage diverse relationships and partners effectively and efficiently.
- An ability to navigate diverse geographical and political landscapes and maintain relationships with diverse partners.
- Strong analytical background with the ability to provide solutions in a timely manner and guide teams towards the successful delivery of projects.
- An ability to make a strategic and dynamic approach to the use of law as a tool for the promotion of human rights and can demonstrate this.
- Meticulous attention to detail.
- Understanding of constitutional, regional and international human rights law.
- Knowledge and understanding of human rights as it relates to gender and human sexuality and feminist analysis.

5. Other Essentials Specific to the Job

- Able and willing to travel within Africa and outside of the continent when needed.
- Commitment to the overall aims and values of ISLA, feminism and Pan Africanism.
- Expectation of occasional work outside regular weekday hours, as required to do the job.

6. Preference will be given to qualifying women applicants.

How to apply

Interested applicants should submit the following by e-mail to ireti@ngorecruit.com quoting reference number: **NSL006**

- A CV in Word or PDF format (please include 3 references).
- A 1-page cover letter outlining how your skills and experience align with the Initiative for Strategic Litigation in Africa (ISLA)'s mission and the unique qualities you will bring to this role.

Application Deadline: **2 June 2025**

For more information about the Initiative for Strategic Litigation in Africa (ISLA), visit their [website](#) and [LinkedIn](#).