



Vacancy Announcement (Readvertised)

Position:	Legal Officer (French bilingual)
Duty Station:	Banjul, The Gambia (with frequent regional travel)
Duration:	Fixed term 3-year contract, renewable.
Salary:	USD33,063 per annum, commensurate with experience, tax free
Benefits:	Medical Travel Pension Other competitive benefits

Note: This position is being **readvertised**. Candidates who previously applied need not reapply. The application window is open for two (2) weeks.

About IHRDA

The Institute for Human Rights and Development in Africa (IHRDA) is a pan-African nonprofit organization established in 1998 with diplomatic status in The Gambia. We promote the effective use of human rights instruments to protect and advance rights across Africa. IHRDA has secured landmark decisions before the African Commission on Human and Peoples' Rights (ACHPR), the African Court on Human and Peoples' Rights (AfCHPR), the African Committee of Experts on the Rights and Welfare of the Child (ACERWC), and sub-regional mechanisms including the ECOWAS Court of Justice.

Learn more at www.ihrda.org

Our Core Values

Integrity | Teamwork | Innovation | Dedication | Diligence

Why Join IHRDA?

- Be part of a pioneering African human rights organization with a strong track record of impact.
- Work in a diverse, multicultural, and mission-driven environment.
- Benefit from professional development opportunities, mentorship, and exposure to regional and international human rights mechanisms.
- Contribute to groundbreaking litigation and advocacy that shapes human rights discourse in Africa.

Background and Purpose of the Appointment

IHRDA is seeking a Legal Officer (French bilingual) to strengthen its litigation, advocacy, and capacity-building work. The role is central to advancing IHRDA's mission of promoting and protecting human rights in Africa through effective use of African human rights treaties and mechanisms.

Candidate Profile

You are a motivated, ethical lawyer with strong human rights and litigation experience, committed to excellence and continuous learning. You thrive in multicultural, fast-paced environments and are passionate about advancing human rights in Africa.

Accountabilities/Responsibilities

- I. Conduct legal research and analysis to identify suitable cases for litigation.
- II. Prepare evidentiary material, draft briefs, and represent IHRDA and petitioners before African and sub-regional human rights bodies.
- III. Maintain case files and case-related correspondence.
- IV. Assist in developing litigation strategies and advocacy initiatives.
- V. Support donor and partner engagement, and contribute to capacity-building activities.
- VI. Produce publications and knowledge products on human rights issues.
- VII. Contribute to strengthening the African human rights system through networking and collaboration.
- VIII. Perform other related duties as required.

Academic and Professional Requirements

- LLB or JD with minimum 5 years' work experience, OR LL.M with minimum 3 years' work experience.
- Admission to legal practice with 3 years of post-admission practice is desirable but not mandatory.

- Experience in human rights research, advocacy, and litigation at national, regional, or international levels.
- Solid understanding of the African human rights system and comparative/international human rights law.
- Experience engaging with African regional/sub-regional human rights mechanisms is an advantage.
- Experience in human rights training/capacity building and/or public speaking.
- Familiarity with civil law or hybrid legal systems preferred.
- Project management experience.
- Strong communication and interpersonal skills.

Language requirements:

- English: C2 (full professional proficiency)
- French: C2 (full professional proficiency)

IHRDA Leadership Framework

IHRDA's leadership framework emphasizes integrity, collaboration, commitment, humanity, and inclusion. Staff are expected to embody these values in their daily work and interactions.

Reasonable Accommodation

IHRDA is committed to supporting individuals with disabilities by providing reasonable accommodations throughout the recruitment process. Applicants requiring accommodation should contact: vacancies@ihrda.org

No Fee Disclaimer

IHRDA does not charge any application, processing, training, interviewing, testing, or other fee in connection with the application or recruitment process. Applicants are advised to exercise caution when submitting personal information online.

Non-discrimination statement

Given that our work is dedicated to advancing the rights of vulnerable communities, we operate on a strict non-discrimination basis and do not permit Legal Officers to select or decline cases based on the identity or characteristics of the victims concerned.

Reminders Before You Submit Your Application

- Applications must be submitted exclusively via email to vacancies@ihrda.org
- Ensure your CV and cover letter are accurate and complete.
- At the application stage, only CV, cover letter, writing sample, and references are required. Additional documents may be requested later.
- Only shortlisted candidates will be contacted.

Application Process

Please send (in English or French):

1. Application/motivation letter
2. Current Curriculum Vitae
3. Writing sample (5–20 pages, preferably in French)
4. Contact details of three referees (position, relationship, email, and telephone)

Closing date: Two weeks from publication (Sunday, 7 July 2026 at 11:59 p.m. GMT).

Email applications to: vacancies@ihrda.org with subject line: *Application – IHRDA Legal Officer*.

IHRDA is an equal opportunity employer.

ONLY SHORTLISTED CANDIDATES WILL BE CONTACTED.