



December 2021

Job Advert – Legal Officer

The [European Network on Statelessness](#) (ENS) is a civil society alliance of over 170 NGOs, academics, and individual experts in 41 countries, committed to addressing statelessness in Europe. Everyone has the right to a nationality. We believe this must be respected and those who lack nationality - stateless people - are entitled to full protection. We are dedicated to working with stateless people in Europe to advocate for respect of their human rights. We aim to reach our goals through law and policy development, awareness-raising, and capacity-building.

ENS is seeking a Legal Officer to support our pan-regional law and policy development and assist in the delivery of our strategic litigation work. This is a great opportunity to work at the forefront of one of the most pressing human rights issues. The postholder will contribute to our work to monitor, inform, and promote effective law, policy, and practice across the region through litigation and legal advocacy, as it impacts on diverse stateless people and those at risk of statelessness.

We are looking for someone highly articulate in English (French and other languages are an asset) with a legal background and experience in a similar role in an NGO environment, who can demonstrate an aptitude to successfully perform the various facets of the role.

Working closely with the Legal Policy Coordinator and other members of the ENS Secretariat, the Legal Officer will work on projects addressing a wide range of issues relating to people affected by statelessness and nationality problems in Europe, including nexus areas such as child rights, refugee and migrant rights, and/or Roma and minority rights. They will update and develop ENS's Statelessness Index and Statelessness Case Law Database, support delivery of our programme of strategic litigation activities, liaise with ENS members and partners across Europe, conduct legal research and analysis, carry out human rights advocacy, and support training programmes for legal audiences. Working in a small, dynamic team, the role requires an individual capable of thinking strategically while being hands-on on a day-to-day basis.

The postholder will be contributing positively to our dynamic organisational ethos and cross-team working where all ideas are valued, and innovation is encouraged. They will be able to fit well into a fast-paced and demanding environment with an international focus. The role represents an exciting opportunity for candidates with the necessary aptitude, flexibility, and ambition, as well as a commitment to work with stateless people across Europe to improve their lives.

We operate a flexible working policy, offering a combination of remote and office working at our offices in London (SE1). Although the post is advertised as an 18-months fixed-term contract, the intention is to fundraise to extend the post on a permanent basis as an important function within the ENS Secretariat.

We particularly welcome applications from stateless (or formerly stateless) individuals, people from a migrant, refugee or minority background, and other under-represented groups. ENS is committed to Safer Recruitment and all appointments are subject to satisfactory references and pre-employment checks as required in line with our Safeguarding Policy. ENS supports flexible working arrangements.

Please note that all applicants must have the right to work in the UK. Unfortunately, we are unable to sponsor visa applications for this post.

For questions about the role, contact ENS Legal Policy Coordinator, Patricia Cabral:
patricia.cabral@statelessness.eu

Job Description

Legal Officer	
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Reporting to	Legal Policy Coordinator
Responsible for	Volunteers/interns
Location	ENS offices in London (hybrid working)
Contract Type	18-months fixed-term contract
Hours of work	35 hours per week
Salary	£28,162 per annum (with an annual cost of living increase)
Other entitlements	25 days annual holiday and 3% employer pension contribution
Main purpose of job	To support ENS's work to monitor, inform, and promote effective law, policy, and practice relating to stateless people and those at risk of statelessness in Europe.

Main Responsibilities of the Legal Officer

Strategic Litigation

- 1) Monitor relevant legislative and case law developments on statelessness and nationality rights in Europe and help disseminate these to diverse audiences.
- 2) Support the preparation of third-party interventions and complaints before regional and international courts or treaty bodies, and conduct legal research and analysis to support member-led strategic litigation.
- 3) Assist with the research and drafting of thematic briefings, comparative legal analysis, toolkits to support litigation on statelessness and articles or blogs on statelessness and nationality rights.
- 4) Support the maintenance and development of ENS's Statelessness Case Law Database, including through researching relevant jurisprudence, drafting case summaries as well as reviewing contributions to the database.
- 5) Contribute to the development and facilitation of training and capacity-building tools for ENS members, legal practitioners, judicial actors, and lawyers participating in pro bono partnerships with ENS.

Law and policy development

- 6) Contribute to the updating, development, and maintenance of ENS's Statelessness Index, by helping to coordinate the input of ENS members, carrying out legal and policy research and analysis, and drafting content for the website.
- 7) Support the preparation of legal and/or policy briefings, consultation responses, submissions to human rights bodies, policy papers, and articles, including researching and drafting content, copyediting, and proofreading.
- 8) Support and feed into ENS's campaigning, communications, and community engagement work.

9) Contribute to the design and delivery of the organisation's training and capacity-building work.

Admin, fundraising, and other duties

10) Undertake shared office administration and project support tasks as required.

11) Contribute to fundraising, monitoring and evaluation, and strategic and operational planning as required.

12) On occasion when required, work outside usual office hours and away from the office (including some travel within Europe when it is permitted and safe to travel).

This job description is not exhaustive but is a guide to the main functions and responsibilities of the post. It is subject to periodic review in light of changes to and development of the organisation. The postholder may be asked to undertake other duties for which the postholder has the necessary experience or training.

Person Specification

Essential Criteria

Candidates must demonstrate and explain in their application how and why their previous experience, skills, abilities, and knowledge meet the requirements of this post.

Applications that fail to demonstrate this will be not be considered for shortlisting.

Knowledge, skills, experience, and personal attributes

- 1) Legal background and experience working in a similar role involving legal analysis, policy development, and stakeholder engagement on a human rights issue.
- 2) Experience of undertaking legal research in European and international law, as well as in a European domestic context.
- 3) Excellent knowledge of international and regional human rights frameworks, including some knowledge of the relevant legal and policy frameworks specific to the rights of stateless people in Europe and the right to a nationality.
- 4) Highly articulate in English with an ability to digest, analyse and present complex legal and policy information clearly, comprehensively, and accurately both orally and in writing to legal and non-legal audiences.
- 5) Working knowledge of the functioning of the European Courts, international human rights treaty bodies and/or UN mechanisms.
- 6) Experience designing and/or delivering participatory training for different audiences (online or in-person).
- 7) Good organisational skills, a commitment to cooperative team working, ability to empathise and understand different perspectives, and to use this understanding to inform the delivery of work.
- 8) No restrictions to work in the United Kingdom and ability to travel in line with COVID-19 guidelines (mainly within Europe).

Desirable Criteria

The postholder may meet some or all of the following ***desirable criteria*** for the post:

- 1) LL.M or equivalent with specialisation in international human rights law or related topics.

- 2) Experience of legal casework and/or strategic litigation at European and international level, as well as in a European domestic context.
- 3) Project management skills (including monitoring and evaluation).
- 4) Experience working for a civil society coalition or network/membership NGO working on human rights issues.
- 5) Competency in additional languages (particularly French, as well as other European languages).

Data Policy

The European Network on Statelessness (ENS) is a registered Charitable Incorporated Organisation in England (charity number 11583414). Our address is 28 Stainforth Road, London E17 9RD, United Kingdom. ENS is committed to ensuring that your privacy is protected. Any data requested will be used for recruitment purposes only; to screen candidates and judge their suitability to progress to interview. ENS will not share the data with other organisations for marketing purposes. Data collected in the UK is held in accordance with the General Data Protection Regulation (EU) 2016/679 and the UK Data Protection Act 2018. The information we collect from you will be stored in the European Economic Area ("EEA"). We will keep your personal information for 12 months after which it will be deleted, unless a longer or shorter retention period is required by law, is necessary in the course of legal proceedings or is otherwise needed for a particular purpose under applicable law. We may keep your personal information for a shorter period if you ask us to delete your personal information. In such a case, ENS will aim to delete your personal information within a maximum period of one month from the date of the request. You have the right to request a copy of data we hold on you, to rectify your data and to restrict processing of your data. You can email at info@statelessness.eu or write to us at ENS, 28 Stainforth Road, London E17 9RD, United Kingdom. For more information on how we process data and your rights please read our [general privacy policy](#).

Safeguarding

ENS is committed to Safer Recruitment and all appointments are subject to satisfactory references and pre-employment checks (including a DBS check) as required and in line with our Safeguarding Policy and Procedures. More information, including a copy of ENS's Safeguarding Policy, can be provided on request.

Application Procedure

Candidates should send a completed [application form](#) with a recent example of written work (ideally a legal or policy document) to info@statelessness.eu no later than **Thursday 13 January 2022 (9am UK time)**, stating "Legal Officer" in the subject heading. For questions about the role, contact ENS Legal Policy Coordinator, Patricia Cabral (patricia.cabral@statelessness.eu).

Candidates are also encouraged to fill out an [Equality and diversity form](#). Your co-operation in completing this form is greatly appreciated, but not mandatory. Any information you provide is treated in strictest confidence and does not form part of your application.

Regrettably, due to the large number of applications we usually receive, it is not possible to write to you should you not be shortlisted for an interview. If you have not heard from us within 20 days of the closing date, please assume that your application has not been successful on this occasion.

Interviews are scheduled to be conducted on Friday 21 January 2022.