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Job Posting Title

THE LEGAL ASSOCIATES PROGRAMME

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27.12.2019

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LAP / 2020 / 03

Job Title

THE LEGAL ASSOCIATES PROGRAMME

Organization

I. Background/General Description

1. The African Union Commission (AUC) invites applications for its Legal Associates Programme (LAP). The programme is a highly competitive capacity building initiative of the Office of the Legal Counsel. Once engaged into this programme, the Legal Associates will be deployed in the Office of the Legal Counsel of the AUC for one (1) year from their assumption of duty.
2. The essence of the LAP is to provide and inculcate professional legal expertise in young African lawyers in the area of international Law and African integration as represented by the ideals, programmes and activities of the AUC, other Organs, Specialised Agencies and Institutions of the African Union. The overarching aim of the LAP is to emphasize the role of law in development, to equip the new generation of lawyers in the continent with knowledge of the common African legal positions and to assist in providing professional services to both the AUC, the Regional Economic Communities (RECs) and the various Member States.
3. The Legal Associates will be expected to proffer professional legal advice, undertake legal research, conduct comparative legal analysis, draft legal documents and provide legal support to ongoing projects and programs within the AUC, other Organs, Specialised Agencies and Institutions of the African Union.
4. The program will ensure equitable geographical and gender representation in addition to giving consideration to highest level of technical competence and knowledge

Department

Programme: THE LEGAL ASSOCIATES PROGRAMME

Title: Legal Associate

Department: Office of the Legal Counsel, African Union Commission Headquarters, Addis Ababa

Tasks

REQUIREMENTS

II. Eligibility Criteria

5. Applicants wishing to apply for the Legal Associates Programme MUST meet the following requirements:

- i. Be a national of a Member State of the African Union.
- ii. Have already obtained a Master's Degree in Law from any recognised University. Preference will be given to applicants with expertise in International Maritime Law; Law of the Sea, International Trade Law and International Criminal Law, international justice mechanisms, reparation and other remedies for victims of human rights violations.
- iii. Have a minimum of one (1) year relevant legal experience.
- iv. Be between the ages of 25 and 30.
- v. Admission to practice law in any Member State of the African Union will be an added advantage.
- vi. Proficiency in English or French (both oral and written) is required. Advanced knowledge/fluency (both oral and written) in the second language (Arabic or Portuguese) is highly desirable.

Requirements

III. Competencies

6. Applicants wishing to apply for the Legal Associates Programme must satisfactorily demonstrate a strong passion for Africa's development. In addition, each Applicant must have the following competencies:

- i. Knowledge of the African Union's legal framework, policies and procedures.
- ii. Demonstrate passion about African integration as part of the vision and mission of the African Union
- iii. Exhibit sufficient professional independence and maturity.
- iv. Ability to perform duties in an objective manner, with the discretion and sensitivity required for operating in a multi-cultural setting.
- v. Ability to conduct research in many fields of law and analyze the outcome within the rules of the Union
- vi. Demonstrate strong legal knowledge with an ability to carry out extensive research and draft legal documents with limited supervision.
- vii. Capacity to analyze legal cases and provide concrete solutions with limited supervision.
- viii. Ability to work as part of a team and contribute productively to the overall work of the Office of the Legal Counsel.

ix. Possess strong communication skills and the ability to present information in a clear and concise manner.

x. Strong sense of accountability and compliance.

xi. Very good learning orientation, drive for results.

xii. Strong adaptability, ability to manage risk, sense of integrity, respect for diversity.

IV. Stipend & other expenses

7. The Legal Associates will receive a stipend that will account for expenses related to installation upon assumption of duty, housing and other living costs. Medical and life insurance coverage in Addis Ababa will also be covered under this contract. Any other entitlements will be as per the framework formulated for this programme. .

8. The Legal Associates will also receive a return economy flight ticket from and to country of residence.

V. How to apply

9. The Legal Associates Program recruits through a highly selective and competitive process. Applicants must submit their applications online at <http://www.aucareers.org>. Such applications need to include a thorough curriculum vitae, copy of credentials/certificates (degrees and training certificates), copy of a valid passport and list of 3 references.

10. Only short-listed candidates will be contacted.

VI. Deadline for receipt of applications 27 January 2019

11. The deadline for submission of applications is one month from the day this vacancy is announced. Applications received after midnight (Addis Ababa time) or on after deadline WILL NOT be considered.

VII. Interviews/Notification of decision

12. Oral and written assessments will be used in the process of selection. Both assessments will be conducted through Skype, teleconference or videoconference. Only successful candidates will be notified.

CONTRACT TYPE

One year contract. NON-RENEWABLE.

Contract Type

Short Term

Employment Fraction

Full-time

Branch

Headquarters