Vacancy Notice
IBJ Myanmar Country Director/Legal Director

International Bridges to Justice

International Bridges to Justice (IBJ) is a non-profit, non-governmental organization dedicated to ensuring the basic legal rights of people throughout the world, as recognized in the Universal Declaration of Human Rights. IBJ works to guarantee all people the right to systematic early access to zealous and competent lawyers to prevent violations of their rights within the criminal justice system. IBJ presently operates country programs in Cambodia, India, Indonesia, Sri Lanka, Syria, Turkey, Burundi, Zimbabwe, Rwanda, the Democratic Republic of Congo, Tunisia and Zimbabwe. Since its founding, IBJ has trained over 40,000 lawyers and provided legal support to 400,000 vulnerable individuals worldwide. IBJ defenders have engaged with justice stakeholders to put in place systematic policies and processes to protect due process rights of the accused to prevent rights violations with the criminal justice system and advance early access to counsel.
IBJ Myanmar Project Description

Since 2017 IBJ has implemented 5 legal aid Justice Centres throughout Myanmar. These Justice Centres operate as a holistic network for system change in Myanmar, moving the legal landscape towards rule of law and protecting due process rights. The objective of the justice centres is to provide high-quality client-centred legal representation and advice to poor and marginalized individuals while also using strategic appellate litigation to promote fair trial rights and substantive justice. IBJ Myanmar is committed to enhancing the capacity and commitment of lawyers in Myanmar to protect accused individuals, especially those from marginalized communities, from human rights abuses and unfair judicial and law enforcement practices. IBJ Myanmar leadership strives to build a fair and humane criminal justice system. To serve this goal, IBJ seeks to recruit a IBJ Myanmar Country Director / Legal Director who can lead the country programme.

Job Description

Under the overall supervision of the CEO, international program director, and the direct supervision of the international country director\(^1\) and chief of security, strategy and training (CSST), the incumbent will lead implementation of IBJ Myanmar’s mission and strategy. The position will be primarily officed in IBJ Myanmar HQ in Taunggyi. The incumbent must be an advocate for criminal legal aid, access to justice, and fair trial rights in Myanmar. The incumbent will lead IBJ’s criminal defence mandate in Myanmar by developing strong and creative legal strategies and advocacy aimed at preventing human rights violations such as torture and cruel and inhuman treatment of clients, promote early release from custody and non-custodial detention of pretrial detainees, holistic legal representation, and state of the art criminal defence measures. S/he will also lead the senior management team, including the director of programming and operations/deputy director of IBJ Myanmar in implementing its

\(^{1}\) Until June 2023
programming to reach its maximum impact. The incumbent will work to increase the geographical reach of IBJ’s programming. S/he will foster communities of practice of defence lawyers and related professionals throughout the country. S/he will analyse the Myanmar criminal justice system needs, including, but not limited to, law and policy reform, training needs and expansion of its network of related professionals that can assist with the defence of criminal cases. Most importantly, the incumbent must be capable of leading by example and inspiring a generation of criminal defence lawyers to develop as professionals, deliver of high-quality representation, and produce positive change in the Myanmar criminal justice system.

CEO, international program director of IBJ Myanmar will lead and inspire the senior management team of IBJ Myanmar to collaborate on future programming to reach its maximum impact. The incumbent will work to increase the geographical reach of IBJ’s programming. S/he will foster communities of practice of defence lawyers and related professionals throughout the country. S/he will analyse the Myanmar criminal justice system needs, including, but not limited to, law and policy reform, training need, and expansion of its network of related professionals that can assist with the defence of criminal cases. Most importantly, the incumbent must be capable of leading by example and inspiring a generation of criminal defence lawyers to develop as professionals, deliver of high-quality representation, and produce positive change in the Myanmar criminal justice system.
Duties and Responsibilities

• Under the supervision of the CEO, international program director, international country director and the CSST, lead the senior management team, including the director of programs and operations, and all justice centres regarding their vision, strategy, overall management, and sustainability.

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• Formulate, implement and supervise the substantive work programme of the justice centres, including the budget; work to strengthen the capacity of the justice centres to provide client-centred, effective representation, including through the design, presentation, and coordination of capacity building, mentoring and training, appellate work, advocacy, and legal empowerment activities.

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• Provide legal and procedural support to the justice centres and IBJ partners and collaborators when required regarding substantive and procedural legal questions, including advice on litigation strategies and preparation of pre-session documents that address complex legal questions.

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• Conduct and supervise the conducting of extensive legal research and analysis, comparative studies, briefs, reports and correspondence that will advance access to justice in Myanmar.

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• Conduct and supervise the trainings for lawyers and the development of in-house technical expertise on thematic topics.
Liaise with justice centre managers, the CSST, and the legal coordinator to strengthen IBJ-led COP groups, and train and mentor lawyers in best practices for criminal defence.

Set case load and other professional goals for justice centres.

Review, advise, and assist in the drafting of legal motions, briefs and other submissions filed by IBJ lawyers as required.

Provide legal advice on security matters as required.

Supervise and provide legal technical assistance to program activities.

Review, and approve donor reports prepared by the senior management team and director of programs/deputy director.

Work closely with the deputy director in locating and securing funding opportunities and other resources to ensure sustainability of the program, through donor research, donor meetings, and grant proposal writing and related activities.

Oversee the management of human resources in the program headquarters and justice centres.
Represent the organization at national and international events and with relevant justice sector institutions of the state.

Perform other related duties as assigned by the international program director and upon request from the CSST and the IBJ Myanmar director of programs and operations.

Qualifications and experience

A law degree from Myanmar.

At least 10 years’ criminal defence experience in Myanmar, including experience with criminal trials.

At least 5 years’ experience in justice sector program implementation.

Knowledge of, and ability to apply legal principles, concepts and procedures and terminology for review, examination, and processing of a range of legal documents.

Excellent ability to perform and supervise legal research, including research in digital formats, on a wide range of legal issues.

Experience in development of high-level partnerships and ability to effectively negotiate skills with the criminal justice stakeholders.

Ability to effectively liaise with the donor community.
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- A strong personal commitment to access to justice, non-discrimination, zealous criminal defence, and the rule of law.

- Ability to lead a diverse and independent staff while attentive to issues of gender equity, non-discrimination, and meaningful collaboration.

- Highly developed verbal and written communication skills. Fluent in Burmese and a commitment to learn English language; proficiency in another Burmese ethnic language is a plus.

Conditions of the position

IBJ Myanmar is based out of IBJ Myanmar’s head office in Taunggyi, Shan State, Myanmar. The IBJ Myanmar Country Director / Legal Director will be based either in Taunggyi or one of IBJ justice centre locations. They will be expected to travel regularly throughout the country and will be responsible for performing the enumerated duties in all our project sites in Mandalay, Hpa-An, Taungoo, Taunggyi and Nay Pyi Taw. The initial contract will be for 7 months, with extensions being dependent on performance and available funding.

To apply, please send a statement of interest and CV (including at least two references) by email to: jobs@ibj.org with “IBJ Myanmar CD” included in the subject line. Deadline for applications: 1 June 2023.