

Partnerships Lawyer

Job Title:	Partnerships Lawyer
Job Type:	Full-time
Reporting Manager:	Casework Partnerships Manager / Field Office Director
Department:	Romania Programs
Office:	Romania National Office, Bucharest
Date:	September 29, 2020

Job Brief:

The Partnerships Lawyer role is responsible for strengthening the capacities of casework partners to 1) ensure that survivors of trafficking in human beings (THB) receive needed legal support and 2) bolster the ability of the PJS to handle legal cases of THB. This role will work closely with internal and external stakeholders across a range of professional disciplines, particularly law enforcement, prosecution, and social services. The Partnerships, Legal Support will build strategic partnerships with public prosecutors and relevant civil society organizations to ensure the legal protection of survivors of THB and successful representation of survivors and their interests, developing strategies to strengthen coordinated legal provision where gaps are present. While based in Bucharest, this position may require extensive country travel.

The success of this role is measured by the following KRAs:

1. **Strategy Development & Execution:** Clear development and execution of an articulated strategy to increase the capacity of casework partners to deliver effective legal services, grounded in strong analysis of identified gaps.
2. **Partnership Management:** Effective and fruitful partnerships are created and maintained with governmental and civil society actors capable of providing quality legal service.
3. **Mentorship and Training:** Government and civil society partners are well trained in multi-disciplinary and trauma-informed prosecution techniques and legal provisions for THB casework that results in conviction of perpetrators.

Roles and Responsibilities:

Strategy Development & Implementation:

1. Contribute to development of strategy framework for implementing casework through external partners
2. Assist casework team in ongoing program design, redesign, and analysis as needed

Networking & Partnership:

1. Build effective, trusting partnership relationships with justice system officials, ANITP, social welfare officers, and other stakeholders within the district and national level, including districts without IJM's physical presence
2. Convene and provide leadership in multi-disciplinary meetings with a variety of government and non-government stakeholders and support inter-institutional dialogue and coordination on cases of THB.
3. Develop and maintain an effective network of contacts within the legal aid space.

4. Develop the capacity of casework partners to mentor and support public prosecutors and justice officials to ensure that perpetrators of THB are properly held accountable.

Training and Development:

1. Mentor public justice system officials and other legal entities in the law, law enforcement and best practices in responding to incidents of THB;
2. Ability to develop and deliver high-quality, professional training curriculum to multi-disciplinary stakeholders;
3. Support joint training programs with the police, prosecutors, judiciary, social welfare, and medical staff on survivor-friendly THB interventions, including relevant legal provisions; and
4. Convene and provide leadership in multi-disciplinary meetings with a variety of government and non-government stakeholders and support inter-institutional dialogue and coordination on cases of THB.

Policies and Procedures:

1. Assist in development of processes for identifying, onboarding and managing casework partners.
2. Assist in documentation of best practices for working through and developing partnerships, incorporating IJM global learnings, suitable for use by both IJM and external stakeholders.

Documentation, Reporting & Data Management:

1. Analyze and document cases of THB that can contribute to updated case management protocols;
2. Work with casework team members to monitor and evaluate the project, including monitoring and reporting of project targets, results, and outputs; and
3. Collaborate with Monitoring and Evaluation (MERL) Specialist to develop monitoring and evaluation metrics to strategically maximize IJM’s effectiveness in developing casework goals through partnerships.

Supervisory:

1. The Partnerships Lawyer role reports to the Casework Partnerships Manager or the National Director.

Authority:

Topics	R	A	C	I
Develop and implement Partnerships Casework legal strategy	X			
Develop and implement Partnerships Casework program strategy			X	
Identify and develop partnerships with governmental and civil society actors	X		X	

Education & Experience:

1. Bachelor’s Degree in law; advanced degree preferred.
2. Five or more years of professional experience in law; fully licensed in Romania.
3. Experience working on issues of human trafficking; experience with THB casework preferred.
4. Experience in networking and partnering with legal aid providers and relevant justice system officials.

Technical Competencies:

1. Strong understanding of Romanian and regional law relevant to THB.
2. Knowledge of European legal institutions and strong understanding of how they interact.
3. Strong understanding of European law relevant to THB preferred.
4. Knowledge of Romania criminal justice system actors, organizational structures and processes. Proven ability to mentor, guide, and coach multi-disciplinary stakeholders.
5. Knowledge of criminal prosecution best practices regarding THB preferred.
6. Fluent in written and oral communication in English and Romanian, with working knowledge of at least one additional European language desirable (German, Italian, French or Spanish).
7. Excellent writing, documentation and reporting skills, including the ability to maintain digital records and generate high-quality reports on all casework interventions, stakeholder interactions, etc.
8. Excellent critical thinking, legal analysis, and oral and written advocacy skills.
9. Proficiency in the Microsoft Office Suite with ability to quickly learn and consistently use other software systems for purposes of case management, M&E and documentation.

Non-Technical Competencies:

1. Partnership-oriented mindset – high prioritization of collaboration and common learning.
2. Innovative and catalytic thinker; ability to confidently create and implement new projects, models, and methods.
3. Humble, servant leader.
4. Passionate commitment to IJM's mission and values.
5. Professional in demeanor, appearance, writing and oral communication.
6. Works well under stress with a sustained positive attitude.
7. Exceptionally high level of honesty and integrity.
8. Intelligent, organized, creative and proactive problem solver.
9. Ability to cooperate effectively in a multi-cultural environment.
10. Ability to persuade persons with opposing views to adopt his/her position.
11. Ability to live and work in Romania.

Other Duties:

This job description is not designed to cover or contain a comprehensive list of activities, duties or responsibilities for the position. Duties, responsibilities and activities may change at any time with or without notice. All positions are required to perform any additional tasks assigned by the supervisor. Please submit a cover letter indicating why you are interested in the position along with a current CV to romania@ijm.org. Renumeration will be competitive and commensurate with experience. Applications will be received on a rolling basis and until the position is filled. It is anticipated that initial short lists will be developed within two weeks of publishing this notice. The advertisement will remain open until the position is filled.