



**ADVERTISEMENT N° AFCHPR/01/2015**  
**HEAD OF LEGAL DIVISION, P5**  
**AFRICAN COURT ON HUMAN AND PEOPLES' RIGHTS**  
**(Closing date: 15/03/2015)**

The African Court on Human and Peoples Rights was established by virtue of Article 1 of the Protocol to the African Charter on Human and Peoples' Rights on the establishment of an African Court on Human and Peoples' Rights, adopted on 9 June 1998 and which came into force on 25 January 2004. It is the first continental judicial body charged with the responsibility of ensuring the protection of human and peoples' rights. The Court became operational in 2006 and its seat is in Arusha, in the United Republic of Tanzania.

The African Court on Human and Peoples' Rights invites applications from citizens of African Union Member States for the following position:

**1. Post**

- Job title: Head of Legal Division
- Post level: P5
- Supervisor: Deputy Registrar
- Directorate: Registry of the Court
- Duty station: Arusha

**2. Job Purpose**

Provide to the Court a specialized legal support of high quality and ensure optimal management of all resources allocated to the Legal Division.

***Major Duties and Responsibilities***

Under the overall supervision of the Registrar of the Court, and under the direct supervision of the Deputy Registrar, the Head of Legal Division will perform the following duties:

- i) Manage and supervise the conduct of legal research on international law relating to human rights, relevant developments in international law in general, legislation and jurisprudence at the level of international courts, and any other relevant research;
- ii) Conduct and supervise the legal analysis of applications, judgements and evidence;
- iii) Counsel and make concrete recommendations on issues concerning the Court on legal, diplomatic, political and administrative issues;
- iv) Liaise with the other services of the Court and external groups, including diplomatic missions, NGOs or other private and government structures in various legal and administrative matters;
- v) Keep the Registrar and the Deputy Registrar fully informed of the situation of legal, administrative and operational matters at the Registry;
- vi) Prepare and supervise the preparation of briefs, decisions and judgements of the Court;
- vii) Coordinate and oversee the activities of the entire Division and ensure the judicious management of its resources;
- viii) Perform any other duties as required.

### **3. Educational Qualifications**

Candidates must have a minimum of an Advanced University degree (Masters or equivalent) in law. A specialization in public international law will be an added advantage.

### **4. Work Experience**

Candidates must have a minimum of ten (10) years relevant professional experience, in judicial or other relevant legal functions in relation to the above defined duties and responsibilities at international level or national level in a senior executive position.

### **5. Other relevant skills:**

- i) Demonstrate leadership abilities;
- ii) Good knowledge of the African human rights system;
- iii) Strong analytical skills and ability to prepare legal submissions, opinions and motions;
- iv) Concentration, accuracy, and working under minimum supervision;
- v) Respect for confidentiality and good public relations;

- vi) Capacity to manage a multicultural team;
- vii) Excellent interpersonal skills and ability to work under pressure in a multi-cultural environment;
- viii) Excellent drafting and argumentative skills in one of the African Union working languages;
- ix) Good planning, managing and organizational skills;
- x) Computer literacy.

## **6. Language Requirement**

An excellent command of at least one of the African Union (AU) working languages. Knowledge of one or several other AU working languages will be an added advantage.

## **7. Tenure of Appointment**

The appointment will be regular appointment for a period of three (3) years, the first twelve months of which will be considered as a probationary period. Thereafter, the contract will be for a period of two years renewable, subject to satisfactory performance.

## **8. Gender Mainstreaming**

The African Court is an equal opportunity employer; qualified women are strongly encouraged to apply.

## **9. Remuneration**

Indicative basic salary of **US\$47,829.00 per annum** plus other related entitlements e.g. **post adjustment (42% of basic salary), housing allowance (1,766.40 US\$ per month), education allowance (75% of school fees up to a maximum of US\$7,800.00 per child per annum to a maximum of four children aged 21 years maximum), spouse allowance (5% of the basic salary), child allowance (US\$250 per annum per child up to four children aged 21 years maximum), etc** in accordance with the Rules and Regulations governing International Civil Servants of the African Union.

## **10. Application**

To apply, please submit the following:

- i) A letter stating reasons for seeking employment with the Court;
- ii) A detailed and updated CV, indicating your nationality, age and gender (comply with requirements for candidates wishing to apply for posts in the Court);

- iii) Names and contact details (including email address) of three referees;
- iv) Certified copies of degree and diplomas.

Applications should be submitted **not later than 15/03/2015** and should be addressed to the postal address or email indicated below:

**African Court on Human and Peoples' Rights**  
**P.O. Box. 6274**  
**Arusha, Tanzania**  
**Tel : + 255 732 979506/9**  
**Fax : + 255 732 979503**  
**E-mail : [humanresources@african-court.org](mailto:humanresources@african-court.org)**

Only candidates who meet the requirements for this position will be contacted.

**NB:** Qualified nationals of countries least represented at the Court are encouraged to apply. Below is a table of the regular professional staff employed at the Court per country as at December 31, 2014:

Distribution per Country	Number
Algeria	1
Beninese	1
Burkina Faso	1
Burundi	1
Cameroon	3
Chad	1
Ghana	1
Kenya	2
Malawi	2
Mozambique	1
Rwandan	1
Sudan	1
Tanzania	1
Uganda	2
<i>Total</i>	19

Please note that due to the limited number of professional posts at the Court, the current quota is fixed at two professional staff members per country. Such number may exceptionally be raised to three if the circumstances so require.