

GLAN IS HIRING

Lawyer

- Experienced in civil litigation, including judicial review.
- Experience of public law, crime and international law.
- Demonstrable experience in applying the rules of evidence.
- Exceptional analytical and drafting skills
- Excellent interpersonal skills and confidence in communicating with a wide range of audiences

 recruitment@glanlaw.org

 glanlaw.org

Closing date: 29 July 2024 12 pm



JOIN OUR TEAM

ABOUT GLAN

GLAN works with affected communities to pursue innovative legal actions across borders to challenge states and other powerful actors involved in human rights violations and systemic injustice. Our actions address the most pressing instances of human rights concern and they fall within the following themes: War and occupation; accountability and supply chains; environmental and economic justice; and migration and border violence.

Since our establishment in 2016, we have developed legal strategies directly addressing human rights impacts in over 23 countries and territories. Our cases include the successful legal challenge against imports of cotton produced with forced labour in Xinjiang (East Turkistan) into the UK on behalf of World Uyghur Congress and the climate case against 32 European States before the Grand Chamber of the European Court of Human Rights, brought on behalf of six Portuguese youth-applicants.

More recently, we have supported the preeminent Palestinian human rights organisation Al Haq, to rapidly challenge UK weapons exports to Israel due to the risk of these arms being used in violations of international law.



JOIN OUR TEAM

ABOUT THE ROLE

This is an exciting time to join GLAN as we work to innovatively tackle some of the biggest issues of our time and grow our ground breaking organisation.

You would be joining a team of three Senior Lawyers and four Lawyers to work across our thematic areas of the climate crisis, extreme global inequality, situations of gross harm to the environment and the wellbeing of affected communities from extractive processes, and the sustained and systematic oppression of certain groups through military and other uses of force. You will likely focus on one or two case areas, but may be asked to support across other areas from time to time.

You must be passionate about using the law and your legal experience for social good; a motivated self-starter who is able to manage your own workload effectively and has the tenacity and resilience to maintain momentum on complex and lengthy cases. You must be qualified as a solicitor or barrister and have five years + PQE. You should be experienced in public law, crime and international law.

You should recognise that as a charitable organisation we have a small but dedicated team, perhaps without the operational support you may expect in place at large legal firms.

If this role sounds exciting, we would be keen to hear from you.

Please apply by sending a cover letter and CV to recruitment@glanlaw.org.



JOB DESCRIPTION

JOB PURPOSE

The role will involve working on GLAN's existing and future innovative, transnational legal actions across each of our four strategic themes as well as related advocacy and communications work.

The role will involve some or all the following: gathering evidence, identifying available legal arguments and avenues for legal intervention and drafting correspondence, legal submissions, complaints, instructions to external counsel, evidence summaries, and reports. You will engage with representatives from the affected communities GLAN seeks to support, and other partners and stakeholders. You will also assist with communications work (e.g. the drafting of press releases).

KEY RESPONSIBILITIES

- Support GLAN's Senior Lawyers with the progression of existing case work through the gathering and analysing of evidence, legal research and analysis, legal drafting and engagement with affected communities.
- Develop and lead new legal interventions as instructed.
- Implement GLAN's data protection and security policies.
- Work with GLAN's Director & Senior Lawyers on securing funding in support of the organisation and specific cases.
- Contribute to the administration of GLAN and its strategic growth as an organisation.
- Work with our Communications team to carry out case-related communications and advocacy work, including engagement with partner organisations.
- Work with GLAN's Chief Operations Officer on monitoring and evaluation of legal work and measuring our impact.
- Support trainees and interns and supervise their work, which is an area GLAN is keen to develop.

JOB DESCRIPTION

GENERAL

- Undergo ongoing training to stay updated with changes and new developments in the legal field.
- Always conduct yourself in an ethical and professional manner.
- Adhere to all company policies and procedures.
- Undertake any other reasonable task or duty as may be assigned by the Director, Chief Operations Officer, Senior Lawyers or Board of Trustees

POSITIVE ACTION STATEMENT

We regret that GLAN's workforce is currently not representative of society. We seek excellence in our team, and we are aware that in not attracting diversity, we are missing exceptional candidates. We are looking to expand on the range of experiences and perspectives of our colleagues, as we believe this will better serve the people we represent. We especially invite applications from those with knowledge of the language, culture, and political environment of countries in the Global Majority, particularly those in which we currently work.



BENEFITS

You are likely to join the Global Action Network because you are passionate about our work. But here are some other great reasons to work with us:

- Salary £43,000 - £45,900
- Home working
- We'll enrol you in a pension scheme, with 3% contribution from GLAN if you put in at least 5%.
- We have access to an Employee Assistance Programme.
- 25 days annual leave, plus bank holidays and three days gifted between Christmas and New Year
- Enhanced maternity, paternity & adoption pay
- Enhanced compassionate & bereavement leave
- Paid wellbeing leave
- Access to co-working spaces
- Homeworking allowance (as per HMRC guidelines)
- Potential for sabbatical leave to support staff who wish to take time away from work to pursue travel, study or other personal life changes



PERSON SPECIFICATION

	Essential	Desirable
Qualifications	A qualified solicitor or barrister (UK or Ireland), with 5+ years post qualification experience or equivalent	
Experience	<ul style="list-style-type: none">• Experience in civil litigation, including judicial review.• Experience in public law, crime & International law.• Demonstrable experience in applying the rules of evidence.• Experience of managing budgets, specifically with expenditure aligned to funding rested to specific cases, projects or themes.• Experience of working with colleagues in communications to support effective communications (such as public communications) in your area of expertise.• Experience of supervising trainees or interns	<ul style="list-style-type: none">• Experience in the areas of Anti-Money Laundering and/or Proceeds of Crime law.• Experience working on criminal investigations or in complex case building.• Track record in human rights practice and advocacy.



PERSON SPECIFICATION

	Essential	Desirable
Skills & knowledge	<ul style="list-style-type: none">• Exceptional analytical and drafting skills• Excellent verbal and written communication skills, with the ability to communicate and tailor content effectively for different formats and audiences and with high levels of accuracy and attention to detail.• Proven ability to meet tight individual and group deadlines and to manage one's own workload through effective prioritisation, time management and organisational skills• Excellent interpersonal skills and confidence in communicating with a wide range of audiences• Ability to spark collaboration with external and internal stakeholders• Excellent organisational skills with the ability to meet set deadlines.	<ul style="list-style-type: none">• Proactive, creative, and self-motivated, with a passion for our work.• Commitment to working collaboratively with affected communities.• Highly sensitive to digital security considerations, where affected communities are concerned.• The ability to quickly become familiar with new information and legal regimes.



PERSON SPECIFICATION

	Essential
Special requirements	<p>GLAN is a homebased organisation. It is expected you will have an appropriate space, free from distraction, to carry out your duties.</p> <p>You will be required to attend semi-regular meetings & events</p>
GLAN Values	<p>GLAN has a set of core values. As a Lawyer you would be required to uphold these values through some of the examples below:</p> <p>Community Centred</p> <ul style="list-style-type: none">• Work with your Senior Lawyer to ensure your plans and objectives align to strategy.• Foster a healthy community within GLAN, listening to & learning from colleagues.• Support in cultivating a diverse and inclusive workplace that prioritises wellbeing. <p>Partnership Focused</p> <ul style="list-style-type: none">• As directed by your Senior Lawyer, build and maintain strong relationships with communities, partners, and stakeholders.• Communicate effectively, internally and externally. <p>Radical</p> <ul style="list-style-type: none">• Support your Senior Lawyer on the work of precedent setting cases. <p>Creative</p> <ul style="list-style-type: none">• Support your Senior Lawyer in applying creative legal strategies to address emerging global challenges. <p>Tenacious</p> <ul style="list-style-type: none">• Hold fast to GLANs values and strategy.