



# Vacancy Announcement

Job Title: Legal Advisor

Project Name: Enhance Justice for children services and system in Duhok and Erbil Governorates KR-IRAQ

Project Area: Duhok and Erbil Governorates

Vacancy Ref. No: 93

Number of Vacancies: 1

Applicants Residence: Erbil and Duhok

Preferable Gender: Male & Female

Duration of Appointment: 10 months

Expected Starting Date: 1<sup>st</sup> February 2022

Deadline: 20<sup>th</sup> January 2022

Type of Contract: Employment Contract

Working Hours: 8:00am-3:30pm

## Background:

Harikar NGO is a neutral, non-governmental, non-profit humanitarian organization established on 30th May 2004 by a group of social activists. Harikar NGO as stated in its mission statement strives toward the fulfilment of human and women rights in Duhok Governorate as stipulated in the new Iraqi constitution of 15th October 2005. Harikar is committed to- within its resources- contribute towards the achievement of the internationally agreed Millennium Development Goals. Harikar believes in human rights, the right of every person to reach his/her potential without discrimination on the basis of race, gender, religion, social segment and ethnicity. Harikar strives to achieve social justice especially among the marginalized vulnerable groups and works towards eliminating all forms of discrimination against women by promoting their capacity to fully participate in community development. Harikar has been able to successfully carry out more than 80 projects, through funding from various partners including UNFPA, RRT/PRT, UNHCR, UNESCO, UNICEF, UNOCHA, Diakonia, UNDP, UNOPS, IRD, Mercy Corps, CARE International, ASB, GIZ, Acted, IRC, IRI, NDI, SCF-UK, Mission east, ICSP and others.

## Terms of References

### Overview:

Harikar aims to provide support to children and youth in KR-I detention and reformatory facilities through an innovative project combining specialized JJ and MHPSS services with a supported curriculum, in a partnership with UNICEF Iraq, other related ministries in KR-I and others; to enable them to move forward with their lives as peaceful and productive members of society. Additionally, awareness work with the communities on social cohesion will help the children and youth reintegrate into the society. Child Protection committee is strongly based on child protection system strengthening, community empowerment objectives, fostered resilience of children and youth with a tailored-made reintegration intervention which includes a specialized justice approach. Therefore, civil society and government social workers will be trained on effective mental health and justices approaches.

The Juvenile Justice Legal Advisor is responsible for providing legal advice, review the current juvenile laws and make suggestions on how to improve the current laws and regulations. S/he will also be responsible for

coordinating and overseeing the legal components of the project, and ensuring that all legal project services and activities will be implemented in line with the project work plan based on Harikar responsibilities and the donors' standards and requirements.

### **Key Responsibilities:**

#### **Project Technical Support:**

##### **1. Project Implementation, Oversight and Development**

- Prepare detailed reports on the rights of juvenile as per the current valid juvenile justice codes within the Government of Iraq and Kurdistan Region.
- Provide sound advice and proper recommendations as to how the situation and rights of juvenile could be further improved.
- Provide legal advice (consultation, representation and assistance) under the criteria of the project and beneficiaries' needs.
- Support planning, organizing and preparing legal outreaches and awareness sessions.
- Oversee legal service delivery through continuous communication, visits and coordination with heads of communities.
- Support implementing and providing practical solutions to complex legal cases.
- Ensure timely and high quality reporting.

##### **1. Communication and Monitoring and Evaluation**

- Collaborate closely with the project team to continuously assess status of legal services /components' implementation against project work plan and implement appropriate steps to ensure project is on track in meeting deliverables.
- Work directly on providing legal advice for the vulnerable target in the project to ensure that the legal M&E process are managed in accordance with organization standards.
- Foster effective communication and teamwork in implementing with legal staff in the project.
- Ability to access Governorate Relevant authorities in Duhok, Erbil and Mosul when needed.

Other duties, as assigned by the Project Manager.

### **Qualifications and Preferred Skills:**

#### **Educational Qualifications:**

- A bachelor degree in law, plus minimum 3 years of relevant experience in access to justice programming.
- Hold a valid bar association license.
- Demonstrated knowledge and understanding of IDP/refugee context.

#### **Additional Qualifications:**

- Proven ability to calmly, professionally, and successfully manage multiple priorities
- Experience working with NGOs, the UN, or U.S.-government agencies and understanding of the unique, complex operating environment in the Middle East.
- Knowledge and understanding of Monitoring and Evaluation concepts.
- Experience with Windows platform, including Word, PowerPoint, Excel, etc.
- Excellent oral communication skills.
- Excellent negotiation and relationship management skills, with the ability to proactively problem solve and find solutions.
- Ability to reach all governmental institutions related to project target.

- Demonstrates initiative and is comfortable working in a group, as well as independently.
- Ability to provide clear directions and a management for the project criteria.

**Skills:**

- **Personal Competencies:** Collaborative spirit and ability to work independently as well as in a team; commitment to knowledge sharing and teamwork; positive attitude and ability to see through challenges to find solutions; and strong interpersonal skills and an ability to clearly communicate, including complex concepts into layperson language.
- **Resilience:** This project will address sensitive issues. Interested applicants should have a strong commitment to addressing the issues with cultural sensitivity, respect, and confidentiality. Candidates should be flexible, have a sense of humor and patience.

**Languages:**

- **Required:** Fluent in English and Arabic.

**Fully complies and Commits to:**

- All Harikar staff must be committed to the Core Humanitarian Principles as well as the Core Humanitarian Standards in Accountability and Quality Management.
- All Harikar policies and guidelines are an integral part of this Job Description and must be implemented, e.g.:
  - Harikar's Code of Conduct.
  - Harikar's Child Safeguarding Policy.
  - Policy on the Protection Sexual Exploitation and Abuse (PSEA).
  - Safety and Security Policy.
  - Anti-Fraud/Corruption and Prevention of the Financing of Criminal Activities Policies.

HARIKAR NGO