



2025-2026 LEGAL FELLOW Fellowship Description

The Center for Justice and Accountability is a United States-based nonprofit international human rights organization. We work globally with communities impacted by genocide, crimes against humanity, and other atrocities to seek truth, justice, and redress through innovative litigation and transitional justice strategies.

Position Overview

A legal fellowship at CJA gives an entry-level lawyer the opportunity to work for one year as a junior attorney with CJA, develop strong U.S. litigation skills, and hone a diversity of tools for human rights advocacy. Legal Fellows are an essential and valued part of our litigation team and work on CJA's human rights investigations and litigation. They gain substantive knowledge in an environment that values effective mentorship and collaboration.

Ideal candidates are third-year law students, judicial clerks, or recent law graduates with a demonstrated interest in international human rights law or international criminal law. Candidates should come prepared with ideas for external funding sources. Legal Fellowships at CJA in recent years have been primarily funded by the Legal Fellows' law schools. While the candidate is expected to take the lead, CJA will assist the selected candidate in developing proposals, including specific projects, if appropriate.

All candidates must have authorization to work in the United States.

Location

CJA's operations are fully remote, though the Legal Fellow will be required to live and work in California, Washington, DC, Maryland, Massachusetts, or Florida. The position may require international travel for work.

Reporting Relationships

The Legal Fellow reports to the Executive Director and works under the supervision of the litigation staff attorneys.

Required Experience and Skills

Candidates must have obtained a Juris Doctorate by the time they join CJA as a Legal Fellow.

Applicants must have excellent legal advocacy and writing skills and must be willing to interact and build effective working relationships with members of CJA's key stakeholder groups, which include civil society activists, victim advocates, government actors, donors, volunteers, and private sector pro bono partners. A strong background in evidence and civil procedure provides a distinct advantage, as does foreign language competency. Currently, fluency in Spanish or Arabic are particularly welcome.

Primary Responsibilities

Under the supervision of CJA staff attorneys, the Legal Fellow works collaboratively and strategically with civil society actors around the world to investigate and litigate high-impact cases on behalf of survivors of war crimes, crimes against humanity, torture, and other atrocity crimes.

The Legal Fellow engages in all aspects of litigation, as well as advocacy, community outreach,

public engagement, and coalition building.

Investigation and Litigation

- Help develop and investigate potential new and existing cases working in deep collaboration with impacted communities, including factual and legal research in the U.S. and abroad;
- Analyze relevant political and legal issues in the home country to assess the viability and likely impact of potential cases;
- Collaboratively contribute to all aspects of litigation for assigned cases, including legal research, litigation strategy, drafting legal documents, calendaring, representing clients in trial and appellate courts, working with expert witnesses, and organizing amicus strategies;
- Assist in ensuring that clients are informed on case development;
- Assist staff attorneys to ensure that clients' legal needs are met and that their interests are safeguarded;
- Maintain case files, contacts and reports; and
- Keep current with developments in relevant U.S. law, universal jurisdiction, international criminal and humanitarian law, and related legal issues.

Education, Outreach and Public Engagement

- Assist in the development of public engagement campaigns around CJA's litigation and investigation work to strengthen impact;
- Under the supervision of staff attorneys, work with civil society and community-based partners to develop collaborative advocacy campaigns;
- Help create, review and update programmatic and case content on CJA's website and other outreach materials and publications;
- Help identify fundraising opportunities and engage in donor cultivation activities;

Program and Partnership Development

- Help identify, analyze and develop opportunities aligned with CJA's strategic priorities;
- Assist in developing partnerships with pro bono counsel and other legal partners;
- Help identify, cultivate, and maintain partnerships with civil society, community-based organizations, and community partners in communities impacted by atrocity crimes;
- Working with the Executive Director and senior staff attorneys, build and nurture relationships with victims and survivors, clients and witnesses, experts, academia, psycho-social health organizations and others;
- Work in close collaboration across geographically-dispersed teams and coalitions.

Other Duties

- Other duties as needed and requested by CJA to advance its mission.

Salary and Benefits

Legal fellows will be employees of CJA during their fellowship. The current salary for positions starting in 2025 is \$66,560 per year. If necessary, CJA will "top-up" the external funding secured by the Legal Fellow to meet applicable minimum wage requirements for exempt employees. We offer a very generous benefits package including payment of 100% of the health insurance premiums for employees. CJA also offers other benefits including life insurance, long-term disability protection, Health Reimbursement Arrangement (HRA), and support for professional development.

How to Apply

To apply, please submit **one consolidated PDF** containing: 1) a cover letter addressing your goals

and interests in the position as well as potential funding sources, relevant deadlines, and preferred remote location during your fellowship, 2) your résumé, 3) law school transcript, and 4) the names and contacts of three professional references **by e-mail to jobs@cja.org and the subject line “2025-26 Legal Fellow Application”**.

Applications will be accepted until the position is filled. We thank all applicants for their interest, but only those being interviewed will be contacted. CJA will begin reviewing applications in late August, 2024. The position would start in fall of 2025.

CJA is an equal opportunity employer committed to a diverse and inclusive work environment. People of color, women, people with disabilities, and people of diverse sexual orientations and gender identities are encouraged to apply.

Posted: July 2024