



## Wildlife Justice Commission

Law enforcement and legal experts fighting transnational organised wildlife crime

***The Wildlife Justice Commission is an innovative, young, mission-driven organisation, leveraging the rule of law and the power of investigation to stop the extinction of our wildlife. Our mission is to disrupt transnational organised wildlife crime by exposing criminal networks and the corruption that enables them to flourish, by convincing – or if need be, pressuring – governments to enforce the law.***

The Wildlife Justice Commission has been very successful in its recent start-up years and is growing quickly. To be able to support this worldwide growth, we have a position available for an experienced, enthusiastic, and well-rounded:

### Legal Counsel

Full-time, 40 hours per week, or part-time 32 hours per week

#### Position in the organisation:

- Reporting to the Senior Legal Counsel
- Working with the Executive Director, the Director of Programs, and other members of the Wildlife Justice Commission team on a daily basis

#### Role description

**Under the supervision of the Senior Legal Counsel, the Legal Counsel handles all the day-to-day legal needs of the Wildlife Justice Commission.**

#### Main Responsibilities

- Provides substantive input and advice to the Executive Director, the Director of Programs, the Senior Legal Counsel, and other members of the Wildlife Justice Commission team.
- Provides legal advice on the operational aspects of the Wildlife Justice Commission's intelligence-led investigations.
- Drafts and/or reviews all manner of legal agreements and commercial contracts.
- Drafts and/or reviews all manner of internal and external communications related to the work of the Wildlife Justice Commission.
- Advises on legislation and regulations both inside and outside of the Netherlands.
- Advises on employment law matters.
- Drafts and/or reviews internal regulations and policies of the Wildlife Justice Commission and amendments thereto.
- Advises on governance matters, which can be quite complex and require knowledge of the law of different jurisdictions.
- Ensures that all relevant bodies work within the frameworks of their statutes and regulations.
- Drafts agenda and minutes of relevant bodies and ensures follow-up and implementation of the decisions taken.





- Provides substantive legal input into risk assessments of the Wildlife Justice Commission in all areas of its work.
- Defends, robustly, the Wildlife Justice Commission in judicial and quasi-judicial proceedings.
- Liaises extensively with external legal counsel on various legal matters.
- Any other tasks, as designated by the Executive Director, the Director of Programs, and the Senior Legal Counsel.

#### Qualifications

- Master's degree in Law or equivalent from a recognised university or equivalent experience.
- Fluency in written and spoken English at CEFR level C1.
- Excellent written and oral communication skills are essential to the role, including demonstrated experience in writing substantive memoranda, thorough advice, and preparing presentations addressed to internal and external stakeholders.
- Comfortable in a multicultural environment, with colleagues of different nationalities and cultural backgrounds.
- Must have the ability to live and work in the Netherlands.

#### Skills

Applicants *must be prepared to demonstrate* the following skills and abilities:

- Enthusiasm for producing results of a high-quality in an uncertain and fast-paced environment.
- Excellent attention to detail.
- Reliability and discretion in confidential matters.
- Ability to have an in-depth understanding of the core of the assignment quickly, as well as the ability to convert that understanding into succinct and actionable solutions, with a thoughtful consideration of all the risks.
- Ability to act and interact at the senior management level.
- Good team player, but also capable of working independently.
- Talent for planning, prioritising, and organising.
- Proactive, with initiative and problem solving skills.
- Tact, diplomacy, and negotiation skills.
- Adaptability, flexibility, and stress resistance.
- Eagerness and ability to “make things happen” properly.
- Willingness to help develop creative solutions to achieve organisational mandates.
- Ability and willingness to display a “can do” attitude.

#### Experience and Knowledge

- Experience in the areas outlined in the section above entitled “Main Responsibilities”.
- Knowledge of the law of the Netherlands, the US, and/or Thailand is an asset.





**Wildlife Justice**  
Commission

### Conditions

- Short-listed candidates may be required to take a written and/or oral assessment.
- Work location is in the office in The Hague.
- Working hours follow those of the office in The Hague and sometimes other time zones of operations.
- Ability and willingness to travel internationally (and outside Europe) are required.
- Full-time employment: 40 hours per week, or part-time 32 hours per week.
- Contract term: Initial six-month contract with an assessment at the end to decide whether to extend for another term, the length of which is to be decided.

### **Looking to make a difference for wildlife?**

Please email your CV and motivation letter in English by email only to [careers@wildlifejustice.org](mailto:careers@wildlifejustice.org). Resumes without motivation letters will not be considered. Should you have any questions about this position, please email us at this address. Please indicate "Legal Counsel" in the email subject line.

To support our objectives, the Wildlife Justice Commission employs staff of many nationalities, cultures, languages, and opinions. This international and diverse character is one of the core values of the organisation, and we therefore seek to sustain and strengthen this diversity and to ensure equal opportunities as well as an inclusive working environment for our entire workforce.

**Deadline to submit applications: 9 January 2023**

*Please note that only short-listed candidates will be contacted.*

