



Job Description:

Legal Consultant

Redeem's mission is to protect widows and orphans from violent abuse and exploitation by:

- Awakening** the world to the need to defend the orphan and the widow in the twenty-first century;
- Assembling** the resources needed to protect the world's most vulnerable widows and orphans;
- Assisting** law enforcement in real cases that restore victims and restrain their abusers; and
- Amplifying** law enforcement protection through community engagement and capacity building.

We are currently implementing a program in Uganda to protect widows and orphans from the devastation of predatory eviction with plans to expand our defense of the vulnerable into other countries in the future.

As Redeem's Legal Consultant, you will be responsible for contributing the benefit of your experience to Redeem's legal intervention model and providing Redeem's casework teams with consultative support and training in legal interventions. Specific responsibilities include

Leadership

- Collaborating with the National Director, Chief Operations Officer and other Consultants in refining Redeem's casework model;
- Supporting the National Director and Program Managers in developing Redeem's legal intervention model;

Subject Matter Expertise

- Serving as a technical consultant and professional mentor to Redeem attorneys and casework admins;
- Developing internal policies, guidance, templates and trainings to guide the teams' legal interventions;
- Training attorneys and casework admins on Redeem's legal intervention model and their roles therein;
- Consulting with Team Program Managers on recruiting, managing and developing attorneys and casework admins;
- Providing teams with guidance on technical legal issues arising in their casework (e.g., intake decisions);
- Responsible for risk management and compliance;

Monitoring & Evaluation

- Supporting Redeem's COO in developing legal intervention definitions, standards, goals and indicators;
- Partnering with Program Managers and Casework Admins in developing systems for collecting legal case data;
- Consulting with Program Managers and Casework Admins in setting team and individual performance targets;
- Drafting program reports for Redeem's leadership, board, donors and government authorities;

Networking

- Mentoring, advising and building capacity in partner agencies such as the UPF, ODPP and the Judiciary;
- Advocating on behalf of Redeem, its model, its team and its partners with relevant authorities;

Miscellaneous

- Communicating with donors, supporters, media and other outside parties about Redeem's work;
- Contributing to the review and design of organizational systems, guidelines and policies;
- Participating in Redeem's professional development and spiritual formation activities;
- Supporting other teams within Redeem in the achievement of their objectives;
- Performing clerical duties (photocopying, filing, posting, errands, etc.) as needed, and
- Completing other duties as assigned.



Recruiting Profile:

Legal Consultant

Redeem strives to build a culture of Christian excellence that reflects the following four core values:

- We love each other well;
- We don't make easy things hard;
- We measure by results; and
- We are joyful in our work.

Redeem is looking for a highly skilled and responsible individual who will reflect these values while enhancing the quality of Redeem's legal interventions. Specific attributes include:

Experience

- Required: Bachelor's degree or professional equivalent in criminal justice, law or similar discipline;
- Required: Completion of the Ugandan Law Development Centre's Diploma program;
- Required: Seven or more years of professional experience as an attorney;
- Preferred: Hands-on experience with Redeem's casework intervention model or similar models;
- Preferred: Experience as a trainer, consultant, educator and/or government liaison;
- Preferred: Experience working in start-up, international, matrixed and/or faith-based organizations;

Skills

- Required: Expertise in Uganda's criminal and civil and administrative justice systems;
- Required: Expertise in Uganda's estate administration and various land tenure systems;
- Required: Next-level emotional intelligence and relationship building capacity;
- Required: Confidence-enhancing written work product, oral communication and public speaking;
- Required: Computer literacy with strong capacity in word processing, email and business systems;
- Required: Ability to effectively lead and influence without direct management authority;
- Preferred: Understanding of Google business suite and digital project management tools;

Attributes

- Required: Mature Christian faith;
- Required: High degree of personal and professional integrity and trustworthiness;
- Required: Strong teamwork, interpersonal skills and ability to work on a multidisciplinary team;
- Required: Excellent independent professional judgment and ethical decision-making;
- Required: Innovative and creative problem solving in the face of complex nuanced issues;
- Required: Persistence and tenacity in the face of difficult problems or challenges;
- Required: Commitment to meet deadlines and achieve results in a fast-paced environment; and
- Required: Love-motivated service orientation toward colleagues, partners and even adversaries.

The Legal Consultant will reporting to Redeem's Director of Programs and will be based in Kampala with frequent travel to districts in which Redeem operates throughout Uganda.

Interested applicants should [click here](#) to fill out this form by Friday, 29th March, 2024.