



## Terms of Reference

**POST TITLE:** Legal Consultant  
**RESPONSIBLE TO:** Senior Legal and Policy Officer

**NUMBER OF DAYS:** 2 days per week

**START DATE:** mid-February

**DAILY RATE (8 hours):** €300 - €400 (depending on experience)

**LOCATION:** Avenue Brugmann 12A,  
1060 Brussels  
Belgium

Open to remote work within Europe

### ABOUT FAIR TRIALS EUROPE

Fair Trials is a criminal justice watchdog, focused on improving the right to a fair trial in accordance with international standards.

Fair Trials' work is premised on the belief that fair trials are one of the cornerstones of a just society: they prevent lives from being ruined by miscarriages of justice and make societies safer by contributing to transparent and reliable justice systems that maintain public trust. Although universally recognised in principle, in practice the basic human right to a fair trial is being routinely abused.

Our work combines: (a) helping suspects to understand and exercise their rights; (b) building an engaged and informed network of fair trial defenders (including NGOs, lawyers and academics); and (c) fighting the underlying causes of unfair trials through research, litigation, political advocacy and campaigns.

Fair Trials coordinates the Legal Experts Advisory Panel (LEAP) a network of fair trial defenders that brings together lawyers, academics, civil society representatives, activists, and people with lived experience in the criminal justice system.



## **ROLE SUMMARY**

Fair Trials Europe is seeking to continue to shape and support the response to emerging developments and challenges in the field of criminal justice across the European Union, while enhancing its international comparative portfolio of work.

We are seeking a Legal Consultant to contribute to our mission of promoting fair and transparent legal processes globally through research and litigation.

As a Legal Consultant with Fair Trial Europe, you will play a crucial role in producing written criminal law and human rights analysis on criminal proceedings targeting, legal professionals, EU institutions, civil society, and victims of the criminal justice system.

## **Tasks and Deliverables of the Consultancy**

1. Legal Research and Writing
  - Conducting in-depth legal research on criminal law and fundamental rights issues.
  - Producing written analyses and reports that contribute to understanding and advocating for fair trial rights.
2. Legal Analysis
  - Providing critical analysis of legal developments and their implications for fair trial rights within the EU. Among other topics, the consultant will focus on pre-trial detention, mutual trust instruments such as the Council Framework on the European Arrest Warrant, and procedural rights in criminal proceedings.
3. Drafting Submissions before Courts and institutions
  - Preparing submissions for courts and EU institutions, among others focusing on defense rights and EU instruments related to inter-state cooperation on criminal matters.
4. Contribution to the development of projects in the field of criminal justice
  - Offer insights on future research and advocacy efforts.
5. Content Creation
  - For example: Writing articles on current issues in criminal justice in cooperation with the Communications Team. Topics may include emerging trends, advocacy goals, and case studies highlighting successes or challenges in protecting fundamental rights.
6. Additional Assignments: As needed and upon agreement, the consultant may take on further writing assignments relevant to criminal justice-related advocacy and educational outreach.



## PERSON SPECIFICATION

- **Strong familiarity with European Criminal Law is necessary.**
- A degree in law, international human rights, or criminal law.
- A master's in criminal law, European law, human rights, or related field.
- Strong familiarity with European law and institutions.
- At least five years of professional experience working on legal and policy issues, practicing criminal law or academia.
- Strong skills in legal research and legal drafting.
- Ability to translate complex legal concepts into accessible, user-friendly language for diverse audiences.
- Proficiency in English. French is an asset.
- A comparative understanding of criminal law systems and the right to a fair trial in different jurisdictions is an asset.
- Experience in practicing criminal law is an asset.

### Other requirements

- Professional demeanor, strong work ethic, and excellent verbal communication.
- Robust planning and organisation skills.
- Strong attention to detail and analytical rigour.
- Self-initiated and proactive.
- A collaborative team player who fosters positive relationships within a team.
- Must be able to legally provide professional services in the EU.

Fair Trials is an equal opportunity employer and values diversity. We encourage applicants from all backgrounds to apply for this position. All candidates must have the right to work in the European Union.

To apply, please send a CV and cover letter outlining how you meet the job description to [recruitment@fairtrials.net](mailto:recruitment@fairtrials.net) **by Sunday 9 February 2025 at 18.00 CET**. Please clearly include your name and "FTE Legal Consultant" in the subject field of the email.

Your CV and cover letter should include:

- Your name and contact details.
- Your educational history, including universities/colleges attended with dates and significant qualifications obtained.
- Your employment history, including all significant posts you have held – with dates, the names of the employers, and a description of the main duties.



- Your motivation and the qualities you would bring to it; how you would approach the task if you were awarded the post.
- The names and contact details of two referees who know your work, who may be contacted if you are short-listed. Candidates with references from members of the Fair Trials network are encouraged to apply. If applicable, please ensure to mention these references in your application.
- Information about how you learned of the post.

#### The selection process

We aim to inform short-listed candidates by 13th February, with interviews scheduled right after that.

The personal data which you have provided, and which we may request, in connection with your application, will not be retained beyond 12 months should your application be unsuccessful. If you are appointed, your personal data will only be used for the purposes of human resources management.