



## Terms of Reference

**POST TITLE:** Legal Consultant

**RESPONSIBLE TO:** Senior Legal and Policy Officer

**NUMBER OF DAYS:** 2 days per week with a total of 90 days per year.

**START DATE:** September 2026

**DAILY RATE (8 hours):** €300

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

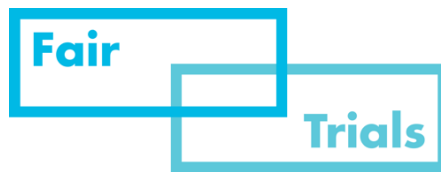
### ABOUT FAIR TRIALS EUROPE

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. The successful candidate will produce high-quality criminal law and human rights analysis, research, and submissions on criminal proceedings, with a focus on legal professionals, human rights defenders, 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, fundamental rights, and emerging issues at the intersection of technology and criminal justice, including the deployment of AI and algorithmic tools in criminal proceedings. 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 and beyond.
- Topics will include pre-trial detention, mutual trust instruments such as the European Arrest Warrant Framework Decision, procedural rights in criminal proceedings, and the legal implications of the EU AI Act for defendants and criminal justice systems.

### **3. Strategic Litigation and Submissions before Courts and Institutions**

- Preparing submissions for courts and EU institutions, with a focus on defence rights and EU instruments related to inter-state cooperation on criminal matters.
- This includes drafting third-party interventions and amicus curiae submissions in cases concerning fair trial standards before domestic, regional, and international courts and tribunals.

### **4. Policy Engagement**

- Contributing to consultations and policy processes of international organisations and institutions, including the European Union and the United Nations.
- This includes research and resource collection, drafting policy papers, and preparing formal submissions in response to calls for input from relevant bodies.



## 5. **Contribution to Project Development**

- Offering insights and expertise to inform future research and advocacy efforts, including on issues relating to the criminalisation of human rights defenders and the use of technology in the criminal justice system.

## 6. **Content Creation**

- Writing articles and other communications 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.

## 7. **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**

### *Education*

- A degree in law, international human rights, or criminal law.
- A master's in criminal law, European law, human rights, or a related field.

### *Professional Experience*

- At least five years of professional experience working on legal and policy issues, practising criminal law, or in academia.
- Demonstrated experience in policy processes, including legal and policy research, resource collection and mapping, drafting of policy papers, and preparing submissions to consultations of international organisations and institutions such as the European Union and the United Nations.
- Experience in strategic litigation and in submitting third-party interventions before courts and tribunals in the area of fair trial rights.
- Prior experience working on the criminalisation of human rights defenders.

### *Technical and Thematic Knowledge*

- Strong familiarity with European criminal law, procedural rights in criminal proceedings, and EU institutions and legislative processes.
- Knowledge of artificial intelligence and criminal justice, including familiarity with the EU AI Act and its implications for fundamental rights, and the use of technology and algorithmic tools in criminal proceedings, from investigation and prosecution through to detention and sentencing.
- A comparative understanding of criminal law systems and the right to a fair trial in different jurisdictions.

### *Skills*

- Strong legal research and drafting skills, with the ability to translate complex legal concepts into accessible language for diverse audiences.



- Excellent written and oral proficiency in English; ability to produce high-quality legal and policy documents independently.
- Proficiency in French is an asset.

#### Other requirements

- Professional demeanour, strong work ethic, and excellent interpersonal and communication skills.
- Strong analytical rigour, attention to detail, and ability to work both independently and collaboratively as part of a team.
- Must have the legal right to work and provide professional services in Belgium. The consultant is expected to work in person at the Brussels office for the duration of the engagement.

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 Belgium.

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 7<sup>th</sup> of July 2026**

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 the 21<sup>st</sup> of July**, 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.