



MENA Legal Officer

Job Description

Reports to:	Regional Director ARTICLE 19 MENA
Key Relationships:	MENA RO staff in Tunis, London and other MENA countries, International Law and Policy Team, Projects Team, International Communication Team, Fundraising Team, consultants, and external partners across the MENA region.
Responsible for:	
Starting salary:	33863 – 39200 TND NET per annum. Salary will be determined based on the candidate's experience, qualifications, and relevant competencies.
Contract:	1-year renewable pending availability of funds
Working hours:	Full Time (40 hours a week)
Holidays:	25 days per year plus public holidays
Location:	ARTICLE 19's MENA regional office in Tunis
Special Conditions:	This position may require occasional internal and external travel.

Role and Purpose

The MENA Legal Officer plays a crucial role in advancing freedom of expression and information in the MENA region and supports the organization's mission and objectives. Your primary role is to provide legal support on matters concerning freedom of expression and information. You will work collaboratively with the entire MENA programmatic team, offering cross-cutting assistance. You will be working under the supervision of the Regional Director and in coordination, with the support and quality check of the International Law and Policy Team. You will have a wide range of responsibilities, including developing legal analyses, comments, and reports on freedom of expression and information, as well as drafting training materials, legal briefings, statements, and submissions to the UN human rights mechanisms. You will conduct legal research to stay updated on legal developments in the MENA region and delivers training and awareness-raising activities on freedom of expression and information to various stakeholders. Additionally, you maintain relationships with partners

and donors, identify collaboration opportunities, contribute to organizational strategies and represent ARTICLE 19 in external events related to freedom of expression in the MENA region.

As MENA Legal Officer, you will also focus on addressing digital-related issues and their impact on freedom of expression and information. This includes staying updated on emerging digital rights and technology-related legal developments in the MENA region, analyzing their implications for freedom of expression and providing legal guidance and support in navigating these complex issues. You will actively engage in policy discussions and advocacy efforts related to digital rights, collaborating with relevant stakeholders and participating in regional and international forums on digital freedom of expression. By integrating digital expertise into their role, you will contribute to ARTICLE 19's comprehensive approach to protecting and promoting freedom of expression in the digital area.

KEY RESPONSIBILITIES

Monitoring & Strategic Planning:

- Stay updated on emerging legal developments, policy trends, and international standards pertaining to freedom of expression, information and digital rights globally, with a focus on the MENA region.
- Monitor and analyze laws, regulations, and policies that may impact freedom of expression and information in the MENA region, particularly in the digital sphere.
- Collaborate with the Regional Director and other MENA team members to contribute to the development and implementation of strategic plans and objectives for the MENA programme in line with ARTICLE 19's MENA and global strategies.
- Provide legal expertise and guidance in aligning program activities with ARTICLE 19's mission and principles.

Legal Analyses and Materials:

- Conduct comprehensive and in-depth legal analyses on a wide range of freedom of expression and information issues, with a particular focus on digital rights.
- Prepare well-researched and evidence-based legal opinions, research papers, and other materials to support the programmatic work and advocacy efforts of ARTICLE 19 in the MENA region.
- Collaborate with the MENA team and external partners to develop legal strategies and contribute to the formulation of policy recommendations on relevant legal issues.

Communication and Advocacy:

- Identify, in coordination with the MENA Team, opportunities for engagement and advocacy, and planning appropriate interventions.
- Contribute to developing and delivering effective communication strategies to raise awareness about freedom of expression issues, including digital rights and other fundamental rights, among various stakeholders.

- Engage in advocacy activities by drafting position papers, reports, legal briefs, and background analysis documents to support advocacy objectives.
- Participate in policy dialogues and consultations to promote and defend freedom of expression and information, including in the digital area.
- Engage in strategic partnerships and collaborations with regional and international organizations working on freedom of expression and information, and digital rights and representing ARTICLE 19 at international and regional conferences and meetings. Contribute to ARTICLE 19 publications and web resources, including the MENA website, and actively communicating ARTICLE 19's messages and work through traditional media and social media.

Training and Capacity Building:

- Provide expert input and contribute to the development of training materials, guides, and toolkits on legal aspects related to freedom of expression and information, including digital rights.
- Develop and deliver legal training programs and capacity-building initiatives on freedom of expression and information, with a focus on digital rights, for various stakeholders, including civil society representatives, journalists, lawyers, and government officials.

Support to Project Management and fundraising:

- Provide legal guidance and support to project teams within the MENA programs.
- Assist in the design and implementation of projects related to freedom of expression and digital rights,
- Contribute to the monitoring and evaluation of projects' activities and provide input on legal activities of projects for donors and internal reporting.
- Collaborating to identify funding opportunities and engage with potential donors.
- Support fundraising efforts by providing legal expertise for project proposals and grant applications related to freedom of expression and information, including the impact of new technologies and digital platforms.

Others

- Undertake any other reasonable task or assignment related to the Job Description as may be assigned by the Regional Director of the MENA office.
- Assist in the review of contracts, agreements, and legal documents related to the organization's operations, partnerships, and collaborations.
- Provide advice on compliance with relevant laws, regulations, and policies, and on legal risks associated with the organization's activities, including the association law and employment law.
- Maintain documents related to the above-mentioned responsibilities and sharing them on a regular basis with relevant team members.
- Coordinate with the Administrative and Finance team to prepare and collect all supporting documents for expenses in accordance with A19 policies and procedures.

Personal Specifications

Professional qualifications and experience

- Education: A minimum of a master's degree in law, international law or human rights law or a related field is typically required.
- Legal expertise: Strong knowledge and understanding of international human rights law, freedom of expression, and information rights are essential. Familiarity with digital rights issues is highly desirable.
- Experience: Significant professional experience in providing legal analysis and support on freedom of expression and information issues, preferably in the MENA region. Experience in working with international human rights organizations or non-government organizations is advantageous.
- Regional expertise: Knowledge of the political, social, and legal context of the MENA region, including familiarity with key regional and international human rights mechanisms and institutions.
- Legal research and drafting: Proven ability to conduct in-depth legal research, analyze complex legal issues, and prepare legal opinions, research papers, reports, and other legal documents.
- Advocacy and communication: Demonstrated experience in engaging in advocacy activities, including drafting position papers, reports, and legal briefs, and engaging with relevant stakeholders. Strong communication skills, both written and verbal, are crucial.
- Project management: Experience in supporting project management activities, including planning, monitoring, and reporting on legal aspects of programmatic work.
- Languages: Proficiency in English and Arabic is required. Fluency in French is highly desirable.

Other requirements

- Able to take initiative and react quickly and operate autonomously and also work collaboratively with appropriate supervision.
- Capacity to work effectively in a fast-paced and changing environment, handling multiple tasks and deadlines while maintaining attention to detail and quality.
- Demonstrated ability to work collaboratively within a team environment, supporting and contributing to the achievement of collective goals, and sensitivity to working with people from diverse cultural and social backgrounds, and perspectives.
- Ability to establish and maintain effective relationships with partners, stakeholders, and relevant institutions in the MENA regions.
- Proficiency in using MS Office applications, and other relevant software.
- Have the right to work in Tunisia and the will and ability to travel frequently.