



Namati
Lawyer, Sierra Leone

A relentless, skilled negotiator who will protect local communities' rights to fair and equitable land deals.

About the position/responsibilities

Namati Sierra Leone is searching for an accomplished lawyer to join our team of big hearted advocates. The lawyer will work with the director to represent client communities directly interfacing with investors and use that experience to help shape policy at every level across the country.

Overall, the lawyer will be responsible for the following -

Program Support (60-70%)

- Analyze legal instruments, for example draft leases and environmental impact assessment reports to improve content and provide better protection for communities
- Facilitate negotiations with companies intending to invest in Sierra Leone
- Represent client communities in court and seek redress for violations of lease agreements and regulations to enforce compliance with regulations
- Once communities agree on draft bylaws and structures, conduct analyses to ensure compliance with constitution and legal instruments
- Produce op-eds and articles about results and findings around improving access to justice in Sierra Leone.

Training and capacity building for partners, paralegals, civil society organizations (CSOs), and clients (30-40%)

- Provide ongoing legal advice to paralegals, partners, CSOs, and clients for complex land tenure issues in Sierra Leone
- Analyze environmental impact assessments (EIAs)
- Conduct trainings for paralegals to increase capacity around interpreting Sierra Leonean law.

Qualifications/must-haves

1. **Career focus on improving access to justice:** You bring at least two years' experience in law practice working on movements for justice and equity in Sierra Leone. You have spent time working at the intersections of law and policy, with substantial focus on civil procedures.
2. **Aptitude for investigation and analysis:** You demonstrate a track record of skilled legal research and writing.

3. **Exceptional communication skills:** Your verbal and written communications evidence clarity of thought and sharpness of analysis. You are well-seasoned and comfortable with engaging external stakeholders from a variety of backgrounds and cultures.
4. **Mission orientation and drive:** It's in your nature to work tirelessly on a problem until you've seen the solution through to your complete satisfaction. You're deeply committed to Namati's mission and driven to make an impact.
5. **Growth mindset:** You're always seeking to better yourself and your work, and you will push yourself to the peak of performance to help fulfill our mission. In service of that growth, you welcome and delight in feedback from supervisors, peers, reports, and anyone else.

Nice to haves

1. **Track record of publication:** You are a demonstrated intellectual leader committed to conducting innovative, high-quality studies, and you're motivated to bring these skills to an area in which the existing literature is thin. Your work has appeared in a combination of academic articles and columns in the popular press.

About Namati

Namati is dedicated to placing the power of law in the hands of people.

For billions of people around the world, the law is broken. It's an abstraction -- or worse, a threat -- but not something we can use to exercise our basic rights.

Namati is building a global movement of grassroots advocates who empower people to understand, use, and shape the law. These "barefoot lawyers" form a dynamic, creative frontline that can squeeze justice out of even broken systems.

In the past four years, Namati and our partners have worked with **over 40,000 clients** to take on some of the greatest challenges of our times: protecting community lands, enforcing environmental law, and securing basic rights to healthcare and citizenship.

We **track data on every case** and use that information to **advocate for systemic changes**, like better policies for land governance in Liberia, environmental regulation in India, and healthcare delivery in Mozambique.

And we're joining forces for change. Namati convenes the **Global Legal Empowerment Network** -- over 750 groups from 150 countries learning from one another and bringing justice to communities in every part of the world.

Our work has gained recognition. Namati and the Global Legal Empowerment Network were recognized with the prestigious [Skoll Award in 2016](#). Honoring CEO Vivek Maru as a fellow, Ashoka called ours the "best law-for-all model we've seen." We've been published and featured in the Guardian, the New York Times, and Forbes. And we've had some hefty supporters, including an advisory board with leaders like Amartya Sen, Mo Ibrahim, Fazle Abed, and Madeleine Albright.

As we move into our next phase, we're growing our global team of passionate, results-oriented, big-hearted advocates, united by a common mission and a strong culture:

- **Our mission is our North Star.** It's why we all wake up every day. We pour our hearts into this work.
- **We're innovators and changemakers.** We are a young, energetic social enterprise and we know that our work is urgent. We believe in being nimble and doing what works.
- **Our work makes real, tangible, measurable progress in people's lives.** We take abstract concepts – rule of law and human rights – and make them concrete, helping people find solutions that improve their lives every day.
- **We walk our talk.** Our movement is about legal empowerment and we bring this spirit of empowerment and collaboration to all our partnerships. We hold humility as a core value: we lead when necessary and follow when necessary.
- **We are a truly global organization.** Our offices are located in Delhi, Freetown, Maputo, Oakland, Washington DC, and Yangon, and our staff come from all corners of the world. We are united by our common mission.
- **We see our people as our most valuable resource.** We bring on individuals of the highest caliber and character and we mentor, train, and support our staff.
- **We hold one another in the highest esteem.** Our work relationships are built on deep abiding respect and love.

For more about what it's like to work at Namati, please see our [Cultural Principles](#).

We would love to have you on our team. Please join us.

About Namati Sierra Leone

Namati Sierra Leone works with communities to strengthen their ability to protect, enforce, and defend their customary land rights and support equitable and empowered community-investor partnerships. Communities become properly prepared and gain access to legal representation, advice, or assistance during all negotiations with investors and state actors concerning the use of community lands and natural resources. Namati Sierra Leone also supports communities in their efforts to hold corporations accountable for breaches of environmental regulations and the provisions of negotiated agreements. Namati Sierra Leone uses data from these grassroots experiences to advocate for improvements to policies and practices on land and the environment.

Location

We require the position to be based out of one of our Sierra Leone offices in Freetown, Bo, Makeni, Kenema, and Port Loko. The lawyer will be expected to travel regularly within Sierra Leone.

Compensation

Commensurate with experience. Please note you must already be eligible to work in Sierra Leone to be considered for this position.

To apply

Please email your CV, cover letter, and 2 writing samples to slemployment@namati.org. Note one of your writing samples should be a legal brief. Namati values clarity, specificity, succinctness, and authenticity in writing.

Applications will be considered on a rolling basis until the position is filled.

No phone calls please. Namati is an Equal Opportunity Employer.