

NETWORK LAWYER – STRATEGIC LITIGATION UNIT (SLU), COUNTERING ANTI-RIGHTS ACTORS (CARA)

Employment Duration

1 January 2026 – 31 August 2028

Role Overview

The position sits ISLA’s Countering Anti-Rights Actors (CARA) thematic area. The Network Lawyer will work exclusively on strategic litigation, the development of the Strategic Litigation Unit, and CARA-aligned tasks. They will lead feminist strategic litigation under the CARA thematic area within KELIN’s Strategic Litigation Unit. The role requires a sophisticated understanding of the strategies, tactics, and legal manifestations of anti-rights actors across Africa, and an ability to design litigation and movement-aligned interventions that respond to these threats.

The lawyer will implement the CARA Strategy and strengthen KELIN’s institutional capacity to resist coordinated anti-rights mobilisation that threatens women’s human rights, democratic institutions, and progressive jurisprudence.

Duties and Responsibilities

The Network Lawyer shall apply CARA-aligned legal and political expertise to:

Implement the CARA Strategy at national level

- Analyse and track anti-rights actors and their influence on law, policy, and rights-based advocacy.
- Translate CARA strategic priorities into litigation, advocacy, and movement-building actions specific to the Kenyan context.
- Support refinement and operationalisation of the CARA Strategy and its implementation pathways.

Participate fully in the Countering Anti-Rights Actors Thematic Area

- Engage in cross-jurisdictional collaboration with CARA lawyers across Africa.



- Participate in network learning spaces, CARA induction retreats, strategy reviews, and joint planning.
- Contribute to a coherent, continent-wide response to anti-rights threats.

Advance movement-aligned responses to anti-rights mobilisation

- Work closely with feminist, SRHR, and women's rights movements that face structured anti-rights interference.
- Assist movements and partners with case framing, legal analysis, and protective strategies.

Support CARA-related planning and performance

- Develop annual and quarterly CARA-aligned work plans.

Institutional Strengthening

- Institutionalise feminist legal methods and CARA-related litigation practices within KELIN.
- Harmonise, adapt, and apply strategic litigation tools (case selection criteria, memos, plans, client letters).
- Identify, develop, and litigate at least three strategic cases per year aligned with the CARA thematic area.

Strategic Litigation

- Lead feminist strategic litigation on CARA matters, including case conceptualisation, development, drafting, filing, and advocacy.
- Integrate learning from ISLA Litigation Institutes and CARA analysis into all matters.
- Maintain strong documentation, case development plans, and litigation files.
- Work collaboratively with movements and communities as required by feminist movement-lawyering principles.

Capacity Strengthening (FLN + CARA)

- Participate fully in all FLN capacity strengthening activities, including bi-annual Litigation Institutes.
- Engage in continuous learning: reading, research, and monitoring socio-legal developments affecting anti-rights mobilisation.
- Complete all FLN assessments (written, oral, moot courts, needs assessments).



INITIATIVE FOR STRATEGIC
LITIGATION IN AFRICA



- Participate in bridging sessions when any required activity is unavoidably missed.

Relationship Management & Reporting

- Develop and submit annual and quarterly work plans within agreed time frames.
- Attend weekly check-ins for the first three months, and monthly check-ins thereafter with KELIN and ISLA.
- Provide timely reporting using ISLA and KELIN templates.
- Use Asana to track progress on all CARA-related activities and case work.
- Participate in onboarding processes and country visits coordinated by ISLA.

Any other duties and responsibilities as may be assigned

Who we're looking for

Education

- At least five (5) years of proven experience in within the NGO environment, and preferably in a Human Rights Based institution
- Advanced degree in Law (LLB, LLM, or equivalent).
- A Diploma in Law from the Kenya School of Law (KSL)
- A registered and practicing Attorney of Law, eligible to practise law in Kenya
- Member of the Law Society of Kenya (LSK)
- A Post Graduate Diploma in Law, Organization Administration or Commercial focus will be an added advantage

Competencies desired

- Proven experience working on legal matters where anti-rights actors were active or influential.
- Demonstrated ability to analyse the methods, narratives, and institutional strategies of anti-rights actors.
- Experience supporting feminist, SRHR, LGBTIQ+, or women's rights constituencies targeted by regressive mobilisation.



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- Legal or advocacy experience related to democratic backsliding, constitutional erosion, shrinking civic space, or coordinated disinformation affecting human rights.
- Ability to translate political analysis of anti-rights trends into case strategies and litigation plans.
- Candidates with demonstrable contributions to ISLA's feminist litigation ecosystem, including participation in prior FLN or CARA processes, are strongly encouraged to apply.
- Experience in continental or regional feminist legal initiatives.
- Familiarity with comparative anti-rights dynamics across African jurisdictions.
- Prior engagement with movement-lawyering in high-risk or contested environments.
- Strong litigation, research, writing, and analytical skills.
- Commitment to feminist principles and Pan-African movement-building.
- Political acuity in analysing anti-rights actors and regressive legal mobilisation.
- Strong feminist legal grounding and understanding of intersectional harms.
- Strategic planning and foresight in volatile or contested legal environments.
- Strong oral and written advocacy skills.
- Ability to work across institutions and jurisdictions within a tri-partite governance structure.
- Sensitivity to movement dynamics and community-centred lawyering.

All applications received will be subjected to a fair and competitive review process.

Only shortlisted candidates will be contacted.

The closing date for applications is 15th December 2025