



## RECRUITMENT ANNOUNCEMENT GRADUATE TRAINEE PROGRAMME

### About CSL

The [Center for Strategic Litigation \(CSL\)](#) is East Africa's premier think-and-do tank on the rule of law that seeks to advance the vision of a just and tolerant, vibrant and inclusive democracy grounded in respect for the rule of Law and justice for all. Based in Zanzibar, the Center works at the interface of advocacy and litigation deploying the law to encourage citizen agency in advancing the rule of law through strategic litigation, public education, petitioning, legal research and judicial reviews as well as strategic use of media, especially online media. CSL seeks to fight authoritarianism and populism by advancing the development of progressive jurisprudence and case law on democracy, the rule of law and freedom of expression in the Eastern Africa region. Its programmes are tailored towards building knowledge and agency on the rule of law, developing the current and future generation of social justice activists and developing positive jurisprudence in the region in protection of the rights of the most vulnerable as well as the environment. CSL nurtures young social justice lawyers through the East Africa Emerging Public Interest Advocates Programme, equipping them with essential skills for community mobilization, research, advocacy, and litigation.

### The Opportunity

The CSL Graduate Trainee Programme is designed to offer recipients a unique and fulfilling work experience that accelerates their career paths, positioning them strategically for growth in their areas of expertise while contributing to the success of a novel and ambitious institution. CSL aims to attract exceptional and outstanding talents who are self-driven and committed to the vision of a just and equal society where people are free to enjoy their fundamental rights without discrimination. The programme is designed to develop the next generation of leaders in civil society and the social justice scene in East Africa based on the highest standards of professionalism.

The Graduate Trainee Programme is scheduled to commence in September 2024 for a duration of one year. Successful applicants are expected to commit to the entire program duration.

### Preferred Field Areas for the Graduate Trainee Programme

● Human Resource	● Programme and Project Management
● Communication, Campaigning and Media	● Finance and Administration
● Research and Knowledge	● Operations and Logistics

### Qualifications:

- Bachelor's degree in a relevant field aligned with the desired traineeship area.
- (The programme is open to applicants whose graduation date is 2023 or subsequent thereof or who have completed university studies and await graduation, subject to the provision of a letter of proof of graduation).



- Applicants with demonstrated academic excellence (such as high GPA scores and/or academic awards) are encouraged to apply.
- Demonstrable skills and experience through coursework, research projects, internships or volunteer work.
- A strong and proven commitment to social justice, human rights and democratic ideals.
- Eloquence in Swahili and English languages, both in speech and in writing is an advantage.

### **We are looking for candidates with/Preferred Skills for the candidates**

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- Curious mind and tenacity.
- Well-read and open-minded individual.
- Self-motivated
- Organized, efficient and dependable.
- Excellent people skills and proven ability to work with teams across different cultures and organizations and partnerships.
- Outstanding communication skills.
- Possess strong analytical skills

### **We offer:**

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- Traineeship period of 12 months with the potential to a contractual or consulting position based on performance.
- On-the-job training and mentorship from experienced CSL staff.
- Opportunities to engage in real-world projects and contribute to CSL's outcomes.
- A monthly stipend to assist with transport and meal expenses.
- A shared accommodation in Zanzibar.

### **Application Process**

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#### ***Submit Your Application***

A brief CV and a one-page cover letter outlining your qualifications, skills pertinent to the preferred traineeship area, and your motivation for joining CSL through the link on the CSL Website [here](#).

#### ***Application Review and Shortlisting***

Applications will be evaluated on a rolling basis until the deadline i.e. 31st August 2024, and selected candidates will be contacted for the next stages within July and August 2024. Next timelines will be communicated to shortlisted candidates.

#### ***Written Assessment***

Shortlisted candidates will complete a written task related to their targeted traineeship field to assess relevant skills.

#### ***Final Interview***

The top-performing candidates will be invited for a final interview to determine their suitability, potential, and fit within the CSL team and culture.