

INTERNATIONAL HUMAN RIGHTS CAREER GUIDE

Career Development Office &
International Human Rights Program

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Foreword

It has been ten years since the first iteration of this guide. Over the past decade, the practice of human rights law has become increasingly global, collaborative, and specialized. Exciting opportunities to work on a variety of international human rights issues continuously arise both abroad and locally. I hope this updated Career Guide will provide you with the basics to allow you to explore these opportunities, and consider meaningful and fulfilling career paths in human rights law.

Students interested in a career in human rights law should explore their interests while in law school. Seek out and volunteer at organizations that will expose you to the day-to-day workings of a non-profit. Participate in an IHRP-facilitated summer fellowship on an issue that you are passionate about. Join the IHRP's clinic and work with fearless and tenacious advocates who have years of experience in making meaningful impact. Enrol in human rights and international public interest law courses.

Engaging in these opportunities during law school will not only set you apart, but also help you explore your interests and passions, and allow you to develop the necessary skills to effectively prepare for a career in human right law. These experiences will convey a sense of career possibilities in the field of human rights, and provide you with some direction about how you may want to shape your career in public interest law. Having an academic foundation in human rights law is also crucial, and I encourage you to take advantage of the breadth of courses offered at UofT Law.

My experiences at UofT Law were incredibly instrumental in helping me chart a career in international human rights. Since law school, I've worked in Baghdad as an adviser supporting the Iraqi Prime Minister's Office and as a legal officer in the UN's Serious Crimes Unit in Timor-Leste; I photographed survivors of sexual violence and edited their testimonials for a book commemorating the 15th anniversary of the Rwandan genocide; and I conducted numerous fact-finding missions for Human Rights Watch on issues such as the mass abductions of women and girls by the Islamic State in northwest Iraq and Boko Haram in northeast Nigeria, and sexual- and gender-based violence by South Sudan's government forces in Unity State.

My advice to students interested in working in human rights is to persevere despite the challenges of finding a position in this competitive field. It was far more difficult

for me to find work at a human rights organization than to secure my first law job working as an associate at a large firm. But the struggle was well worth it.

As I said in a previous edition of this Career Guide (when I was still working in the field): Anyone who graduates from UT Law is incredibly intelligent and resourceful – you are all superstars and will have successful careers one way or another. So try not to fret and use this Career Guide to help you resist the path of least resistance!

Samer Muscati, *UofT Law '02*

Director of the International Human Rights Program

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Introduction

This Career Guide is designed to help students navigate international job opportunities in the public sector related to human rights. In consulting this resource, please note that it is intended to serve as a starting point for your job search and the opportunities contained within are by no means exhaustive. Please refer to websites of organizations that interest you for more information. You can also read other resources on international careers located online, in the law library, and on the University of Toronto Law Career Network (UTLC). Examples include Harvard law school's *Guide on International Development: Public Service Careers and Opportunities*, the American Society of International Law's *Careers in International Law*, and the British Institute of International and Comparative Law's *A Guide to International Law Careers*. See [Appendix - Useful Resources](#) for more resources.

Please note that some information in this Career Guide is more relevant to Canadian students because of the requirements of specific programs or positions within international organizations.

PART I International Public Interest Organizations

1. United Nations

1.1 Overview: UN Jobs and Internships

There are many opportunities for law students and recent law graduates to consider within the United Nations (UN). In the following subsections, you will find information about UN jobs that are likely to be of interest to law students: [1.2 The Secretariat of the United Nations](#); [1.3 UN Courts and Tribunals](#); and [1.4 UN Programs, Funds and Affiliated Agencies](#).

The UN positions can be roughly divided into two kinds: internships and professional positions. This Career Guide focuses on the entry-level professional positions and internships. Higher-level professional positions normally require, among other things, at least 5 years of professional experience in a specific field.

Internships¹

Internship opportunities with the UN require applicants to either be currently enrolled in a graduate program (including a JD program), enrolled in their final year of an undergraduate program, or to have recently graduated. Interns are often required to be under 30 or 35 years old at the expected start date of the internship.

Most UN internships are not paid; therefore it is the intern's responsibility to cover his or her own expenses, as well as to meet any necessary visa requirements (where applicable). Compared to professional positions, internships generally have more flexible responsibilities and less stringent professional requirements. However, the recruitment of interns is still very competitive, and interns are assigned tasks that are challenging in both professional and personal ways.

Professional Positions²

Professional positions at the UN are graded from P-1 to P-7, according to the amount of work experience required:³

- P-7: more than 15 years of work experience
- P-6: minimum of 15 years of work experience
- P-5: minimum of 10 years of work experience
- P-4: minimum of 7 years of work experience
- P-3: minimum of 5 years of work experience
- P-2: Passed the Young Professionals Program (YPP) examination and a minimum of 2 years of work experience
- P-1: Passed the YPP examination

Most professional positions at the UN and affiliated agencies are posted online, either on the UN's general website or on the website of the agency or program in question.

Recent graduates are eligible to apply for the Junior Professional Officers Program (JPO) or the United Nations Volunteers Program (UNV).

¹ For more details, visit: <https://careers.un.org/lbw/home.aspx?viewtype=SJ&vacancy=All&lang=en-US>

² For more details, visit: <https://careers.un.org/lbw/home.aspx?viewtype=SJ&vacancy=All&lang=en-US>

³ With several exceptions, the professional position levels also apply to the autonomous agencies and organizations affiliated to the United Nations.

Junior Professional Officer Program

The Junior Professional Officer (JPO) Program provides young professionals pursuing a career in development with hands-on experience. The JPO Program is administered by the JPO Service Centre (JPOSC). The Program recruits young professionals to serve in a developing country, usually for a period of 2 years. The JPOSC places Officers with the UNDP, as well as with a number of other UN agencies.

JPOs are sponsored by their government and must be nationals of a participating country. Canada is one of the donor countries participating in the program; however, as of September 2017, Canada is inactive (that is, Canada is not sponsoring JPOs through JPOSC). Please see www.jposc.undp.org for more information.

To be eligible, candidates must:

- Be under 32 years of age;
- Have a Master's degree (or equivalent) in a development-related discipline;
- Have a minimum of 2 years of work experience in a relevant field, preferably in a developing country; and
- Have knowledge (written and spoken) of at least two of the three working languages used by UNDP (English, French, and Spanish).

Several other UN organizations have established their own recruitment programs for young professionals, similar to the JPO Program. For a list of organizations, please visit www.jposc.undp.org.

UN Volunteer Programs

The UNV program operates under the auspices of the UNDP. For information on this program, see **1.4 UN Programs, Funds and Affiliated Agencies** below under **United Nations Development Program (UNDP)**.

General Tips on Applying for a UN Job:

- Most UN jobs are posted online and candidates are asked to create their own profile and apply online. For information on the application process, visit: <https://careers.un.org>.
- Start your job search at <https://careers.un.org> (where current UN job openings are listed). For affiliated agencies, check each individual website listed on www.un.org.

- When creating your online profile, make sure it is detailed, accurate, and easy to read. When you apply for a position, this profile is the first thing the recruiter will see.
- When selecting a vacancy, make sure you meet all the requirements. Applicants are screened out if they do not meet all required qualifications.
- Apply early. Many applications come in last minute, so if yours is one of them, it is less likely to get a thorough review. Late applications are not considered.
- The UN is more likely to hire a candidate who comes with an internal recommendation. Consider whether you know someone who has worked/volunteered with the UN or who has contacts there. In some cases, networking may help you bypass the traditional hiring process for advertised jobs and allow you to find out about un-advertised UN jobs.
- Be aware of country quotas and country biases.
- Be patient. Only candidates selected for an interview will be contacted and this can take some time. In the meantime, you can check the status of your application online.

1.2 The Secretariat of the United Nations

International staff drawn from over 170 countries forms the Secretariat, which generally carries duties in the economic and diplomatic field.

There are a number of departments and offices in the Secretariat. Among these is the UN Office of Legal Affairs (<http://legal.un.org/ola/>), which provides a unified central legal service for the Secretariat and the principal and other organs of the United Nations.

The Secretariat runs its own internship program in New York and has junior professional positions posted on the UN careers website at:

<https://careers.un.org>.

Internships

The UN Office of Legal Affairs offers internship opportunities for students in the field of law. Internships are advertised in early January, May, and September on the UN careers website. For students interning with the UN Office of Legal Affairs, responsibilities may include: assisting with drafting and preparing official documents, legal research, and attending and summarizing the proceedings at conferences and meetings. More information can be found at

<http://legal.un.org/ola/employ.aspx> and <http://undocs.org/en/ST/AI/2014/1>.

Junior Professional Positions

Interested students can apply to junior professional positions through the UN careers website (<https://careers.un.org>). A typical Associate Legal Officer job with the Office of Legal Affairs involves providing legal advice on issues related to public international law, performing legal research and legal analysis, reviewing legal documents, preparing papers, studies and presentations, and regularly working with and seeking the input of national legal professionals and civil society representatives.

1.3 UN Courts and Tribunals

There are a number of courts and tribunals within the UN system that offer internships or junior professional positions to current law students and law graduates. They include the International Court of Justice, *ad hoc* Criminal tribunals, the International Criminal Court, and specialised courts.

Positions at UN courts and tribunals tend to be of a more legal nature than other positions within the UN. They often require candidates to be less than 35 years of age, and to possess a university or advanced degree in public international law. Students should check the relevant websites to see the detailed requirements for positions of interest.

Because most junior professional positions at these courts and tribunals require fairly substantial prior work experience, this Career Guide will only focus on internship or clerkship opportunities. Qualified students can check online for information on higher-level positions.

International Court of Justice (ICJ)

The International Court of Justice (www.icj-cij.org) is the principal judicial organ of the UN. The seat of the Court is at the Peace Palace in The Hague, Netherlands. The Court's role is to settle, in accordance with international law, legal disputes submitted to it by states, and to give advisory opinions on legal questions referred to it by authorized United Nations organs and specialized agencies.

Internships

Students and graduates can apply for a 1-3 month unpaid internship through the ICJ Registry, which is the administrative organ of the ICJ and includes the Department of Legal Matters. The primary duties for an intern with the Department of Legal Matters involve legal research, memoranda drafting, and participating in

day-to-day work of the department. Information about the application process can be found at: www.icj-cij.org.

Clerkships

The ICJ University Traineeship Program is a 9 month clerkship open to students from selected law schools. Each year, certain academic institutions are invited to nominate law students to this program. Trainees assist judges by researching, preparing case files, and drafting documents. More information can be found at: www.icj-cij.org.

Mechanism for International Criminal Tribunals (MICT)

The UN Mechanism for International Criminal Tribunals (www.unmict.org/en) was established in 2010 to perform functions previously carried out by the International Criminal Tribunal of Rwanda (ICTR) and the International Criminal Tribunal for the former Yugoslavia (ICTY). The MICT's functions include: tracking and prosecuting remaining fugitives, appeals/review proceedings, retrials, trials for contempt/false testimony, victim/witness protection, enforcement of sentences, assistance to national jurisdictions, and archive preservation. The MICT-Arusha branch (Tanzania) performs functions inherited from the ICTR, while the MICT-Hague branch (Netherlands) from the ICTY.

Internships

The MICT's Internship Program recruits professionals, graduate students, and undergraduate students from diverse backgrounds, including law. Internships are unpaid and range from a minimum of 3 months to a maximum of 6 months. Applicants applying for a legal internship must have completed their law degree or, at minimum, be in their final year of law school.

Each intern is assigned to the Office of the President and Chambers, the Office of the Prosecutor, or the Registry. Interns at the Office of the President conduct legal research, analyze laws and policies, and draft and edit orders and decisions. Interns at the Chambers are responsible for assisting judges, senior legal officers, and court staff. Interns at the Office of the Prosecutor research and draft legal documents. Interns at the Registry may be responsible for legal research on international, humanitarian, or criminal law, assisting with administrative legal matters, drafting legal documents, and working on special projects.

For more information on eligibility and the application process, visit: www.unmict.org/en/recruitment/internship-programme.

International Criminal Court (ICC)

The International Criminal Court (www.icc-cpi.int) is an independent permanent court that investigates and tries persons accused of the most serious crimes of international concern; namely, genocide, crimes against humanity, and war crimes. The ICC was established through the adoption and ratification of the Rome Statute in 2002.

Internships

The ICC offers unpaid internships to law students and graduates for a period of 3 to 6 months. Interns are assigned projects and tasks that are relevant to their educational background and interests, and provide them with an opportunity to develop and apply their theoretical knowledge. Interested students should consult the website at: www.icc-cpi.int/jobs.

International Tribunal for the Law of the Sea

The International Tribunal for the Law of the Sea (www.itlos.org/en/top/home) is an independent judicial body located in Hamburg, Germany. It was established by the UN Convention on the Law of the Sea to adjudicate disputes arising out of the interpretation and application of the Convention.

Internships

The International Tribunal for the Law of the Sea offers unpaid internships that usually run for a period of 3 months. Legal interns are expected to contribute to the work of the Tribunal in fields such as: the law of the sea, public international law, and international organizations and international relations. Interns predominantly carry out research on legal issues and prepare memoranda, reports, and oral presentations for the Legal office. Please see www.itlos.org/the-registry/training/internship-programme/ for more information.

Special Tribunal for Lebanon (STL)

The Special Tribunal for Lebanon (www.stl-tsl.org) was established in 2009 in The Hague, Netherlands. Its mandate is to prosecute persons responsible for the attack of 14 February 2005 resulting in the death of former Prime Minister Rafiq Hariri and the death or injury of other persons. The Special Tribunal is an international tribunal, but it prosecutes under the Lebanese criminal codes relating to terrorism and crimes, and offences against life and personal integrity.

Internships

Internship positions are offered to young professionals and students in the final stage of their studies. Internships are based in The Hague and last 3 to 12 months.

Interns are assigned to the Chambers, Defence Office, Office of the Prosecutor, or Registry. Interns' work mainly involves assisting the Tribunal staff. Position descriptions are available at: www.stl-tsl.org.

The STL welcomes applications for legal positions from individuals with a background in criminal law, public international law, international humanitarian law, human rights law, comparative law, and criminology. Internships are unpaid, but interns with financial need may receive a monthly stipend of 750 Euros.

Professional positions

The STL employs professionals from all over the world. Opportunities exist in criminal law, international and humanitarian law, social sciences, and administration. Vacancies are posted at: www.stl-tsl.org.

Extraordinary Chambers in the Courts of Cambodia (ECCC)

The Extraordinary Chambers in the Courts of Cambodia (www.eccc.gov.kh/en) was established with the help of the UN to prosecute the senior leaders of the Khmer Rouge for serious crimes committed during the Khmer Rouge regime of 1975-1979. It is a Cambodian court, but it allows for international participation and applies international standards.

Internships

Internships for law graduates are available through the UNAKRT Internship Program, and allow interns to gain experience in international criminal law. Interns' responsibilities may include researching legal or procedural issues, summarizing case law of international criminal courts, and fact and legal analysis. Internships range from 2 to 6 months. Applicants should be under 35 and have no more than 5 years of work experience. For more information, see: www.unakrt-online.org/recruitment.

Professional Positions

Jobs with the ECCC are posted on the ECCC website. Most positions are restricted to Cambodian nationals.

1.4 UN Programs, Funds and Affiliated Agencies

Many career opportunities exist with UN programs and affiliated agencies. The following subsections – **A) Development**, **B) Refugees**, **C) Health/AIDS**, and

D) Other Areas – provide information on some fields of work that may be of interest to law students. This is not an exhaustive list of all UN programs and affiliated agencies that offer internships or other opportunities. Students are urged to do additional research on their own.

A) Development

Given that “development” is a highly inclusive theme, there are many positions in this field within the UN system. The following programs and agencies are some notable examples.

United Nations Development Program (UNDP)

The UNDP connects developing countries to knowledge, experience, and resources in order to help these countries attract and use foreign aid effectively. The UNDP’s focus areas are sustainable development, democratic governance and peacebuilding, climate and disaster resilience, gender equality, crisis response, and development impact.

As the UN global development network, the UNDP has a wide range of career opportunities available to professionals at different levels. In addition to the general professional openings posted on the UNDP website (<http://jobs.undp.org/>), there are also programs designed to recruit young professionals and current law students with limited experience. These programs include internships, the Leadership Development (LEAD) Program, the Junior Professional Officer (JPO) Program, and the UN Volunteers (UNV) Program. To be eligible for JPO and LEAD, candidates must have earned a graduate degree (such as a JD degree). Each program has its own age requirement. Students are encouraged to check websites for detailed information on the criteria for each program.

Internships

As with other UN organizations, the typical opportunity for law students is an unpaid internship. Internship placements may be based in a UNDP country office, regional hub, or at the UNDP headquarters in New York. Interns typically engage in research, writing documents, cataloguing information, and administrative duties. Internship duration varies and there are options for either part-time or full-time assignments. Applicants interested in an internship should check UNDP’s jobsite at <https://jobs.undp.org>. For more information, please see www.undp.org.

Leadership Development Program (LEAD)

The LEAD Program is an entry point for young development professionals interested in a career with the UNDP. The Program lasts for up to 4 years,

depending on the participant's performance. After completing the LEAD Program, participants can be reassigned to a variety of country offices in different regions, as well as positions at headquarters, generally in a 3 to 4 year cycle. Interested candidates should check the website periodically (www.undp.org) for the launch date of the next LEAD Program.

Junior Professional Officer Program (JPO)

The Junior Professional Officer Program is coordinated by the Junior Professional Officer Service Centre, an outpost of UNDP's Office of Human Resources. See **1.1 Overview: UN Jobs and Internships** above for more information.

United Nations Volunteers Program (UNV)

The UNV Program is the volunteer arm of the UN, created by the UN General Assembly in 1970. The Program is based in Bonn, Germany, administered by the UNDP, and is active in more than 130 countries.

UNV Program volunteers work in cooperation with governments, with community-based initiatives, in humanitarian relief and rehabilitation, and in support of human rights, electoral, and peace-building processes. Volunteers can volunteer onsite, either nationally or internationally, or they can volunteer online with non-governmental or other civil society organizations. The UNV Program involves a wide spread of sectors and maintains a roster covering 115 professional categories.

Volunteers receive a Volunteer Living Allowance (intended to cover basic living expenses), settling-in-grant, travel expenses, as well as life, health, and permanent disability insurance. Most assignments are based on a 6 to 12 month contract with the expectation that the volunteer will serve for 1 year or more. Candidates must have several years of relevant work experience and be at least 25 years of age. More information regarding the UNV Program can be found at www.unv.org.

The UNV also provides a limited number of unpaid internships at its headquarters in Bonn, Germany. These internships offer interns direct exposure to the UNV's work and are designed to complement development-oriented studies with practical experience in development and volunteerism. Current internship opportunities are listed at www.unv.org/about-unv under "Employment and Internships".

UN Conference on Trade and Development (UNCTAD)

The UNCTAD (www.unctad.org) is a UN organization that focuses on trade, investment, and development. It provides analysis, consensus-building, and technical assistance to developing countries in order to help them use trade, investment, finance, and technology as tools to support sustainable development.

Internships

UNCTAD offers unpaid internship opportunities to students enrolled in graduate school (including JD programs). For more information, please visit:

<http://unctad.org>. There are also opportunities with UNCTAD through the Junior Professional Officer (JPO) Program and the United Nations Young Professionals Program (YPP).

Professional Positions

UNCTAD posts its professional job opportunities on the UN careers website (<https://careers.un.org>).

Others

There are many other UN organizations that work in the field of development, and many of them recruit interns or young professionals with expertise in law. You can visit the UN Economic and Social Development website (www.un.org/development/desa/en) to find out more about opportunities in this area.

B) Refugees

United Nations High Commissioner for Refugees (UNHCR)

The UNHCR (www.unhcr.org) is a popular UN agency among students who are interested in international humanitarian and refugee law. The UNHCR is mandated to lead and coordinate international action to protect refugees and resolve refugee problems worldwide. Its primary goal is to ensure that everybody has the right to seek asylum and find safe refuge in another state after fleeing violence, war, persecution, or disaster, with the option to return home voluntarily, integrate locally, or resettle in a third country.

Internships

Like other UN agencies, the UNHCR offers unpaid internships. In the past several years, students have coordinated internship opportunities at the UNHCR through the International Human Rights Program. Internships are 2 to 6 months in length and can occur at UNHCR headquarters in Geneva or in field offices around the

world. The responsibilities of a legal intern typically relate to refugee protection, including legal analysis of international and national laws relating to collective center eviction and making policy recommendations to governments on strengthening refugee protection. For more information or to submit an application online, visit www.unhcr.org/internships.html

Junior Professional Officer Program (JPO)

The UNHCR's Junior Professional Officer Program provides graduates and young professionals with the opportunity to be trained and get exposure to humanitarian work. Positions are available in field offices and at the UNHCR's headquarters in Geneva. The UNHCR looks for candidates with expertise in law, public administration, and social science. Applicants must be between 25 and 35 years old, have a relevant degree, and have 2 to 4 years of relevant work experience. For more information, visit www.unhcr.org/junior-professional-officer-programme.html.

Entry-level Humanitarian Professional Program

The Entry-level Humanitarian Professional (EHP) Program provides graduates with an opportunity to be trained and gain exposure to humanitarian work, as well as an entry into the UNHCR. Successful applicants will be deployed to field locations. Applicants must be under 45 years old, have 2 years of relevant work experience, and be willing to work in conflict zones. For more information, visit www.unhcr.org/entry-level-humanitarian-professional-programme.html.

Talent Pools

The UNHCR has established a talent pool in order to have a number of ready-to-hire candidates for fixed term or temporary entry- and mid-level positions (P2 - P4). These candidates can be deployed at short notice to country or regional offices or to headquarters. Successful applicants remain in the talent pool for a maximum of 12 months. For more information, visit www.unhcr.org/talent-pools.html.

C) Health/AIDS

Students who would like to apply their legal education to global health improvement or join the UN's effort to fight AIDS should consider opportunities offered by the World Health Organization (WHO) (www.who.int) and the Joint United Nations Program on HIV/AIDS (UNAIDS) (www.unaids.org).

World Health Organization (WHO)

The WHO (www.who.int) is the directing and coordinating authority for international health within the UN. It is responsible for providing leadership on global health matters, shaping the health research agenda, setting norms and standards, articulating ethical and evidence-based policy, providing technical support, and monitoring and assessing health trends. The WHO focuses on health systems, non-communicable diseases, communicable diseases, promoting health through life-course, corporate services, and preparedness, surveillance, and response to emergencies.

Internships

The WHO offers unpaid internships ranging from 6 to 24 weeks. Applicants must be at least 20 years old and have a degree in a public health, medical or social field related to the WHO's work, or a degree in management or administration. Specific requirements may vary depending on whether applicants are applying for an internship at headquarters (Geneva, Switzerland) or in one of the regional offices. For more information, visit www.who.int/careers/internships/en/.

Professional Positions

The WHO posts its professional vacancies on its website (www.who.int/careers/en). Some of these positions are law related. Applicants are normally required to have a relevant postgraduate specialization and experience at the national and/or international level in public health and development issues.

The Joint United Nations Program on HIV/AIDS (UNAIDS)

The Joint United Nations Programme on HIV/AIDS (UNAIDS) (www.unaids.org) brings together the efforts and resources of eleven UN system organizations to work toward ending the AIDS epidemic by 2030. UNAIDS focuses on preventing HIV infection, improving access to treatment, reducing discrimination, and preventing AID-related deaths. The UNAIDS Secretariat is based in Geneva and works in more than 80 countries worldwide.

Internships

UNAIDS offers unpaid internships that range from 6 to 12 weeks, though they can be extended to 24 weeks. The minimum requirements are stipulated in the vacancy announcements found on the website, under "Internships at UNAIDS' Secretariat": www.unaids.org.

United Nations Volunteers Program (UNV)

The United Nations Volunteers Program is available under UNAIDS. Students who are interested in volunteering in a country other than Switzerland should contact their country offices directly. For more information on the UNV Program, please refer to [United Nations Development Program](#) (UNDP).

D) Other Areas

There are many other working areas of UN organizations, some of which are listed below. Students are encouraged to obtain more information about organizations of interest. The UN system job website is a helpful gateway for this purpose at www.unsystem.org. Almost all of the following organizations recruit entry-level professionals and interns through programs such as the Junior Professional Officers Program (JPO). Some organizations also accept volunteers through the United Nations Volunteers (UNV) Program.

- *United Nations Children's Fund:* www.unicef.org
- *United Nations Educational, Scientific and Cultural Organization:* www.unesco.org
- *United Nations Environment Program:* www.unep.org
- *United Nations Office on Drugs and Crime:* www.unodc.org
- *International Labour Organization:* www.ilo.org
- *UN Relief and Works Agency for Palestine Refugees:* www.unrwa.org
- *Office for the Coordination of Humanitarian Affairs:* <http://ochaonline.un.org>
- *International Strategy for Disaster Reduction:* www.unisdr.org

2. Other Inter-Governmental Organizations

Although there are many opportunities within the UN, there are also opportunities with other inter-governmental organizations (IGOs). IGOs are international organizations whose members are sovereign states or other IGOs. Member states often hire civil servants to occupy positions on the professional staff of these organizations. As the world becomes more economically integrated, there is an increasing need for those with appropriate academic and professional backgrounds to work with IGOs.

Organisation for Economic Co-operation and Development (OECD)

The Organisation for Economic Co-operation and Development (www.oecd.org) provides a forum for governments of states committed to democracy and the market economy to discuss issues related to development and the economy. The OECD, headquartered in Paris, France, promotes policies that support sustainable economic growth, improve employment rates and living standards, maintain financial stability, and assist other countries' economic development.

Internship

The OECD offers unpaid internships to students from a range of fields, with a focus on economics. There are two internship programs: one in the summer (between July and December) and one in the winter (between January and June). The internship duration ranges, with the maximum being 6 months. For more information, visit www.oecd.org/careers/internshipprogramme.htm.

Young Professionals Program

The OECD recruits university graduates and young professionals from areas such as economics, law, and finance through its 2-year Young Professionals Program. The positions are based in Paris, but may require some travel. The positions are competitively compensated. Most successful candidates have an advanced academic degree, preferably related to economics.

Young professionals are involved in monitoring, analyzing, forecasting, and reporting on economic and social developments internationally. They are predominantly responsible for researching current policy issues.

Recruitment takes place every 2 years. The next recruitment period will occur in 2019. For more specific information on the qualifications required for the Young Professionals Program, please visit: www.oecd.org/careers/young-professionals-programme/.

Organization of American States (OAS)

The Organization of American States (www.oas.org) is comprised of all 35 states in North, Central, and South America and the Caribbean. It provides a multilateral forum for strengthening democracy, security, and development, defending human rights, and confronting shared problems such as poverty, terrorism, illegal drugs, and corruption in the Americas. The OAS has a Secretariat of Legal Affairs, which is comprised of the Department of International Law, the Department of Legal Cooperation, and the Department of Legal Services. The OAS headquarters are

located in Washington, D.C. There are currently 28 country offices in the OAS's 35 active member states; however, Canada is not currently an active member state.

Internships

The OAS offers unpaid internships to university and graduate students, as well as young professionals, to allow them to work within their field of study. These internships can occur at the headquarters or at national offices, on a full- or part-time basis. There are three internship periods each year. Candidates must have a strong academic record and be able to speak at least 2 of the 4 languages of the OAS (English, French, Spanish, and Portuguese). For more information, visit www.oas.org.

Professional Positions

The OAS posts professional positions on its website at: www.oas.org.

Inter-American Commission on Human Rights

The Inter-American Commission on Human Rights (www.oas.org/en/iachr) is an autonomous organ of the OAS, headquartered in Washington D.C. The Inter-American Commission represents all of the OAS member states, and it is one of two bodies in the Inter-American system that works on the promotion and protection of human rights in the Americas. The Inter-American Court of Human Rights is the second body.

Internships

The Inter-American Commission has an internship program designed for undergraduate and graduate students, as well as young professionals, to allow them to work within a range of fields of study. There is a focus on legal internships in the area of human rights. The internship program follows the same structure and has the same requirements as the OAS internship program (see above). For more information, please visit: www.oas.org/en/iachr.

The Organization for Security and Co-operation in Europe (OSCE)

The OSCE (www.osce.org) is the world's largest security inter-governmental organization. Canada is among the 57 participating states. The OSCE administers a network of field operations in Eastern Europe, South-Eastern Europe, the South Caucasus, and Central Asia dealing with the politico-military, economic and environmental, and human dimensions of security. It also offers a forum for political negotiations and decision-making related to security.

Internships

The OSCE offers unpaid internship positions to recent graduates and students in their final year of a graduate program. Internships last for 2 to 6 months and can occur at one of OSCE's institutions or field operations. Positions are filled subject to the needs of various departments. Selected candidates may be entitled to partial compensation to help cover their living expenses. Applicants must be under 30 years old. For more information, please visit: www.osce.org.

Junior Professional Officer Program (JPO)

The OSCE offers a Junior Professional Officer Program for recent graduates. There are two sessions each year, with 6 young professionals accepted for each session. The program lasts for 9 months, with 3 months spent in the Secretariat and the following 6 months spent in a field operation or an institution. Applicants must be under 30 years old. For more information, please visit: www.osce.org.

Professional Positions

Most positions in OSCE field operations are filled through secondment, where candidates are nominated by an OSCE participating state. Positions at secretariat institutions are typically staffed on a fixed-term contract. Both contract and seconded positions often require an advanced degree and several years of work experience. Information about vacancies and application procedures can be found on the OSCE website.

The Rapid Expert Assistance and Co-operation Teams (REACT) maintain a pool of skilled professionals (including lawyers), who are available for rapid deployment to missions. For professional applicants, at least 2 years of work experience is preferred. More information about REACT is available on the OSCE website.

Others

Students interested in working in international governmental organizations may also want to research NATO (www.nato.int), the Council of Europe (www.coe.int), or the European Commission (<http://ec.europa.eu>). Most of these organizations offer internship/traineeship programs to current law or graduate students, whose primary duties include research, the preparation of draft reports and studies for meetings of experts, and the drafting of minutes. Please note that most inter-governmental organizations have a citizenship requirement for their interns.

3. International Courts

The Inter-American Court of Human Rights

The Inter-American Court of Human Rights (www.corteidh.or.cr), along with the Inter-American Commission on Human Rights (see **2. Other Inter-Governmental Organizations**), are dedicated to the promotion and protection of human rights. The Inter-American Court is located in San José, Costa Rica, and it is an autonomous institution of the Organization of American States. Its objective is to apply and interpret the American Convention on Human Rights. The American Convention has been ratified by 25 states, but Canada is not among them.

Internships

The Inter-American Court's unpaid internship program enables law students and professionals to gain experience within the inter-American system. Interns work directly with lawyers in the Court's legal department and are assigned tasks such as researching human rights issues, writing reports, and analyzing international human rights case law. There are three internship periods: January to April, May to August, and September to December. Applicants should submit an application online several months in advance. Interns must be able to speak, read, and write fluently in one of the Court's four official languages (Spanish, French, English, and Portuguese). Priority is given to those who can fluently speak, read, and write in Spanish. For more information, please visit: www.corteidh.or.cr.

Court of Justice of the European Union

The Court of Justice of the European Union (<http://curia.europa.eu>) was established in 1952. It is located in Luxembourg and consists of two courts: the Court of Justice and the General Court. The Court of Justice of the European Union reviews the legality of the acts of the institutions of the European Union, ensures Member States comply with their obligations under the Treaties, and interprets European Union law at the request of the national courts and tribunals.

Traineeships

The Court of Justice of the European Union offers paid traineeships that last for a maximum of 5 months. There are two traineeship periods: March to July and October to February. Traineeships occur in the Research and Documentation Directorate, the Communication Directorate, Seminars and Visits Unit, the Directorate-General for Translation, the Registry of the General Court, or the Interpretation Directorate. For specific requirements for traineeships and how to submit an application, please visit: <https://curia.europa.eu>.

Professional Positions

Most staff at the Court of Justice of the European Union are recruited from reserve lists of open competitions organized by the European Personnel Selection Office (EPSO), the EU staffing agency. In order to be eligible to apply to EPSO, candidates must be a citizen of an EU Member State. For details, visit: <http://europa.eu/epso/>.

The European Court also hires staff on a temporary or contract basis for auxiliary tasks. Please visit <https://curia.europa.eu> for vacant posts. Legal administrators and lawyer linguists are both in demand. English-speaking lawyer-linguists are needed to translate legal documents from French, the language of the Court, into English. These positions require a law degree and working knowledge of English, French, and a third official European Union language. Candidates must pass a translation test.

European Court of Human Rights

The European Court of Human Rights (www.echr.coe.int) was established in 1959 in Strasbourg, France. The Court has jurisdiction to hear allegations of violations of the rights set out in the European Convention of Human Rights, brought by individuals or States.

Traineeships

Legal traineeships are available in the Case-law Information and Publications Division, the Just Satisfaction Division, the Research Division, the Press Unit, the Visitors' Unit, and the Public Relations Unit. Applicants must be nationals of a member state of the Council of Europe, have a university degree in law, and knowledge of human rights issues. There are two traineeship periods, starting in either March or September. Traineeships are unpaid and last for 8 weeks to 5 months. For more information, please visit: www.echr.coe.int.

Professional Opportunities

Recruitment for professional positions is handled by the Council of Europe. Applicants must be nationals of a member state of the Council of Europe. For current vacancies, visit: www.coe-recruitment.com.

Law graduates can also apply to the assistant lawyers' scheme. This scheme gives legal professionals the opportunity to work at the European Court of Human Rights for a fixed period, processing individual applications relating to their own country's legal system. Applicants must be nationals of a member state of the Council of

Europe and hold a university degree in law obtained in a Council of Europe member state. For more information, please visit: www.echr.coe.int.

4. Domestic Courts and Clerkships

Although many foreign courts hire only citizens of their country or give preference to their own citizens, there are some courts that offer clerkship programs to foreign trained law students as well.

The Constitutional Court of South Africa

The Constitutional Court of South Africa, in Johannesburg, is South Africa's highest court on constitutional matters (www.constitutionalcourt.org.za). Each judge of the Court has two South African law clerks and may have one foreign law clerk to assist the judge with their duties. Workload will vary depending on individual judges. Foreign law clerks are not paid.

Foreign law clerks are appointed for a minimum of 6 months. Appointments are made in May for the following January and July sessions. Because the judges have specific requirements and they so closely with their law clerks, appointments are usually made after one-on-one interviews either in person or by telephone. More information about this program is available at: www.constitutionalcourt.org.za.

The Supreme Court of Israel

The Supreme Court of Israel is the highest court in Israel. Compared to many common law systems, the State of Israel has a relatively small body of jurisprudence, and therefore the Supreme Court of Israel (<http://elyon1.court.gov.il/eng/home/index.html>) often looks to jurisprudence from American, European, and Commonwealth legal systems in its decisions. As a result, Justices of the Supreme Court of Israel solicit individuals trained in these systems to work as Foreign Clerks.

Foreign Clerks are assigned to a specific Justice for the duration of their clerkship. They conduct legal research and draft memoranda regarding specific legal questions for pending cases, providing substantive support for legal decisions. Foreign Clerks are likely find themselves working in several different areas of the law, such as public international law, criminal law, civil law, and constitutional law. Clerkships are unpaid, and interested students are encouraged to seek funding through other channels. Foreign Clerks are accepted on a rolling basis and must commit to a minimum of 3 months.

For information on the application process, please refer to:

http://elyon1.court.gov.il/eng/Clerking_opportunities/index.html.

5. Non-Governmental Organizations (NGOs)

There are numerous opportunities for law students with international non-governmental organizations (NGOs). When researching organizations, students should keep in mind not only their areas of interest, but also the type of experience they are seeking. For instance, some NGOs focus more on legal aspects, while other NGOs are involved in grassroots promotion of human rights, which often involves less legal work. Keep in mind that each NGO has its own particular goals, so make sure that you get involved with an organization whose cause you wish to support.

The University of Toronto, Faculty of Law's International Human Rights Program's website (<http://ihrp.law.utoronto.ca>) is a helpful place to start. There you can find a list of organizations that have hosted student fellows through the IHRP fellowship program. You may wish to contact past fellows to hear about their experiences. Online job databases with a non-profit focus are also useful, such as idealist.org, CharityVillage.com, and psjd.org. For more resources, please see: [Appendix - Useful Resources](#).

The following sections outline opportunities to work with some well-known international NGOs. Students are advised to do additional research according to their interests.

5.1 Human Rights

The field of human rights is a vast area and many international NGOs work on related issues from various angles and focus points.

A) General

Amnesty International

Amnesty International (www.amnesty.org) is a worldwide movement of people who campaign to end human rights abuses. Its activities include public demonstrations, letter-writing campaigns, human rights education, reports, fundraising concerts, lobbying governments and intergovernmental organizations, and targeted appeals on behalf of individuals in global campaigns for change.

Internships

Amnesty International offers unpaid internships with a focus on international law and advocacy. All internships run for a period of 4 to 6 months, on a full-time or part-time basis. Interns are generally placed at either the International Secretariat in London, the UN office in Geneva, or at the UN office in New York. For more information, please visit: www.amnesty.org/en/careers/.

Regional offices also offer internships. The qualifications and responsibilities of interns often vary depending on the project and the position. Please see the specific regional website for more information.

Articling

Amnesty International Canada is a host organization for the Law Foundation of Ontario's Public Interest Articling Fellowships. Articling students work at Amnesty International Canada's Ottawa office. The work varies depending on the office's projects. In recent years, there has been a focus on refugee law, with articling students working on individual refugee cases. For more information about the fellowships, please visit: www.lawfoundation.on.ca/what-we-do/fellowships/piaf.

Human Rights Watch (HRW)

Human Rights Watch (www.hrw.org) is dedicated to protecting human rights of people around the world. HRW researchers conduct fact-finding investigations into human rights abuses, and publish those findings in books and reports every year. HRW also meets with governments, inter-governmental organizations, and private corporations in order to advocate for changes in policy and practice to promote human rights.

Internships

HRW offers unpaid internships for students during the academic semester and summer. Students are often able to arrange academic credit for their internship. Interns' duties vary depending on the division and the office. For vacant positions and application requirements, please visit:

<https://careers.hrw.org/opportunities/>.

Fellowships

HRW offers a number of paid fellowships. Currently, recent law graduates can apply for the Alan R. and Barbara D. Finberg Fellowship. Fellows typically work full-time for one year in HRW's New York or Washington, D.C. office. Fellows monitor human rights developments, conduct on-site investigations, draft reports, and engage in advocacy and media outreach related to human rights violations. For

more information and how to apply, please visit:

<https://careers.hrw.org/opportunities/show/?jobid=1479>.

International Red Cross and Red Crescent Movement

The International Red Cross and Red Crescent Movement (the Movement) is a global humanitarian network that helps people facing disaster, conflict, and health and social problems. It is made up of three separate humanitarian organizations, each with a specific mandate: the International Committee of the Red Cross (ICRC), the International Federation of Red Cross and Red Crescent Societies, and the National Red Cross and Red Crescent Societies.

The mission of the International Committee of the Red Cross (www.icrc.org) is to protect and provide assistance to the victims of armed conflict and other situations of violence. It directs and coordinates international relief activities in response to emergencies. It also endeavours to promote and strengthen international humanitarian law and principles. Established in 1863, the ICRC is headquartered in Geneva, Switzerland and operates under the Geneva Conventions.

The Canadian Red Cross is the National Red Cross Society in Canada (www.redcross.ca). The national office is located in Ottawa and there are regional offices in all Canadian provinces.

Internships

ICRC: The ICRC offers paid traineeships, lasting for a period of one year, to students and recent graduates. The traineeships occur in Geneva, Switzerland at ICRC headquarters. Vacancies are posted online. For more information, please visit: www.icrc.org/en/traineeships.

Canadian Red Cross: The Canadian Red Cross does not have an internship program. However, law students may be interested in volunteering with the Canadian Red Cross. Please see www.redcross.ca/volunteer for current opportunities or contact your local Red Cross office.

Professional Opportunities

ICRC: The ICRC recruits both resident and mobile field staff; the former are hired to work in a specific country, whereas the latter are deployed to work in any country where there is need. There are also resident and mobile positions available at ICRC headquarters in Geneva, Switzerland. For more information, please visit: www.icrc.org/en/who-we-are/jobs.

Canadian Red Cross: Vacancies for Canadian and international positions are posted online at: www.redcross.ca/about-us/jobs. In terms of international positions, the Canadian Red Cross contributes delegates to work overseas for the Movement. Delegates work on development projects or join the rapid responder roster. Requirements vary depending on the position.

B) Children's Rights

Save the Children

Save the Children is an independent organization that promotes the safety and well-being of children in the United States and around the world. Save the Children posts all of its international job openings on its international site (www.savethechildren.org), and Canadian openings on its Canadian website (www.savethechildren.ca). Like many other NGOs, Save the Children accepts volunteers at all levels of the organization. Please refer to the websites for more information.

Internships

Save the Children offers unpaid internships to students in their Fairfield, Connecticut and Washington, D.C. offices, as well as in some of their field offices in the United States. Interns work under the direct supervision of a Save the Children staff member, and perform activities such as program and policy research, fundraising, and internet and social media projects. There are three internship periods: January to May, June to August, and September to December. Note that candidates must be able to receive credit for the internship from their university. For more information, please visit: www.savethechildren.org.

Internship opportunities in Canada are also available, although there is no formal internship program. Please continually check the Canadian website for these opportunities.

International Bureau for Children's Rights (IBCR)

The International Bureau for Children's Rights (IBCR) (www.ibcr.org) is an international non-governmental organization, and its headquarters is in Montreal. Its mission is to contribute to the promotion and protection of children's rights as set out in the Convention on the Rights of the Child. The IBCR performs country assessments, develops tools and reference guides to promote and uphold children's rights, and supports regional, national, and international initiatives on children's rights. The IBCR also works to persuade decision-makers (including governments, inter-governmental organizations, NGOs, as well as professionals

working with children) to adopt laws and programs to improve respect for children's rights.

Professional positions, internships, and volunteer positions are posted on the IBCR's website at: www.ibcr.org/en/get-involved.

Internships

The IBCR offers spring, summer, and fall internships unpaid internships that last for a minimum of 12 weeks. Interns' duties vary depending on the position, but examples include research, preparing reports, reviewing documents, and assisting in fundraising activities. Please see the IBCR's website for more information.

C) Women's rights

Association for Women's Rights in Development (AWID)

AWID is a global, feminist, membership organization that works to organize, connect, inform, and mobilize groups working towards gender equality, sustainable development, and women's human rights (www.awid.org). AWID has offices in Toronto, Cape Town, and Mexico City. AWID's website lists numerous job vacancies, internships, and volunteer opportunities with a variety of organizations in the field of women rights. For more information about these opportunities, please visit: www.awid.org/get-involved/jobs.

The Center for Reproductive Rights

The Center for Reproductive Rights (www.reproductiverights.org), based in New York City, is a global legal advocacy organization dedicated to promoting and defending women's reproductive rights. The Center for Reproductive Rights brings cases before national courts, UN committees, and regional human rights bodies regarding reproductive healthcare. The Center also works with policymakers, reports abuses, and holds conferences and training sessions on reproductive health and human rights.

Job vacancies and internship opportunities, along with their requirements and responsibilities, are posted at: www.reproductiverights.org/employment.

D) Regional Human Rights Organizations

European Roma Rights Center (ERRC)

The ERRC is based in Budapest, Hungary and works to expose anti-Romani racism and combat human rights violations of Romani individuals (www.errc.org).

Internships

The ERRC offers internships to both Romani and non-Romani individuals in their legal and programmes departments. For Romani individuals, a limited number of internships are paid. All other internships are unpaid. Interns perform both administrative and substantive duties. For openings and more information, please visit: www.errc.org/join-us.

Palestinian Centre for Human Rights (PCHR)

The PCHR, based in Gaza City, promotes human rights for Palestinians living in the Occupied Territories, especially the Gaza Strip (www.pchrgaza.org).

Internships

Internships are available with various PCHR Units (e.g. Legal Unit, Economic and Social Rights Unit, Democratic Unit), depending on the needs of the office and the intern's own interest. Interns are involved in drafting and editing analytical papers, reports, and press releases, as well as researching human rights issues. Interns are accepted in February or August for an internship starting in October or April, respectively, for a minimum of 3 months. The PCHR provides accommodation, often shared with other interns, and reimburses interns' airfare after arrival in Gaza.

Interns are required to have a degree in international law, and preference is given to interns with relevant working experience. Knowledge of Arabic is useful.

Commission on Human Rights & Administrative Justice (CHRAJ) – Ghana

The CHRAJ aims to promote, protect and enforce fundamental human rights and freedoms and administrative justice for people in Ghana (www.chrajghana.com). The CHRAJ has hosted IHRP interns in the past. In previous CHRAJ projects, interns were expected to monitor economic and social rights, such as the right to food, education, housing, and health. Students are encouraged to contact the organization directly for information about possible internship opportunities.

Women's Center for Change (WCC) – Malaysia

The WCC is based in Penang, Malaysia, and it works to provide immediate service for women needing crisis intervention, promote gender equality in society, and eliminate violence against women and children (www.wccpenang.org). Like the PCHR and CHRAJ, the WCC has hosted IHRP fellows in the past. Internships are unpaid. For information on how to apply for an internship, please visit: <http://wccpenang.org/internship>.

E) Other Human Rights Organizations

Article 19 (www.article19.org): Article 19 is an international human rights organization based in London, UK, that promotes freedom of expression and freedom of information around the world. It has a Law Programme that provides a legal underpinning for the organization's work. There are internships available with the Law Programme in London for a minimum of 3 months.

Canadian Centre for International Justice/CCIJ (www.cciij.ca): CCIJ works with survivors of genocide, torture, and other atrocities to seek redress and bring perpetrators to justice. Internships for law students are available.

Canadian Centre for Victims of Torture (www.ccvvt.org): CCVT was founded by Toronto lawyers, doctors, and social service professionals in recognition of the need for specialized social and legal services among survivors of torture. CCVT provides a wide range of services, including counselling. Information about the volunteer program is available online.

Center for Justice and International Law (www.cejil.org): CEJIL is a non-governmental, non-profit organization with consultative status before the Organization of American States (OAS) and the United Nations (UN), and observer status before the African Commission of Human Rights. It offers legal internships, for a minimum of 3 months, in 3 offices: Washington, D.C. (USA), San José (Costa Rica), and Río de Janeiro (Brazil).

Human Rights First (www.humanrightsfirst.org): HRF is an international human rights organization based in New York, Washington D.C., Houston, and Los Angeles. Internships are offered throughout the year to undergraduate, graduate, and law school students and recent graduates.

Insight Collaborative (www.insightcollaborative.org): IC is a non-profit organization based in the U.S., and dedicated to resolving conflict and improving relationships around the world through conflict management, education, and dispute resolution services. Fellowships are awarded to individuals dedicated to conflict management. The year-long program includes intensive training followed by three 3-month international placements. Fellows receive a \$25,000 expense allowance which they repay through fundraising.

International Commission of Jurists (www.icj.org): Based in Geneva, the ICJ is dedicated to the development and implementation of international law and

principles that advance human rights. Internships are usually offered for a minimum of 4 months and a maximum of 1 year.

International Center for Transitional Justice (www.ictj.org): The ICTJ works with countries pursuing accountability for past human rights abuses by assisting in the development of localized approaches to transitional justice. Headquartered in New York City, ICTJ also has offices around the world. The ICTJ runs an internship program, which offers 3-month internships in a number of departments.

International Rescue Committee (www.rescue.org): The IRC responds to humanitarian crises occurring around the world, and helps people whose lives and livelihoods have been destroyed by conflict and disaster. The IRC offers a limited number of internships and fellowships in international and U.S.-based programs.

Lawyers Without Borders (www.lawyerswithoutborders.org): LWB works to link up volunteer lawyers with pro bono international opportunities. Internships are offered to undergraduate and law students and young lawyers. Currently, internships are available either in New Haven C.T. or Washington D.C, and internship durations vary.

PEN International (www.pen-international.org): PEN promotes literature, defends freedom of expression around the world, and documents and campaigns against the human rights violations experienced by writers. PEN International and PEN's regional offices offer a limited number of internships, with details on their websites.

PILnet (www.pilnet.org): PILnet is an international non-governmental organization that advances human rights by stimulating public interest advocacy and developing the infrastructure to sustain it. Current internships and employment opportunities are posted at: www.pilnet.org/public-interest-law/careers.html.

Refugees International (www.refugeesinternational.org): RI advocates for protection and assistance for refugees and displaced people, and promotes solutions to displacement crises. There is a focus on extreme weather and changing climate patterns, as well as on displaced women and girls. Internships are offered throughout the year at headquarters in Washington D.C.

Reporters Sans Frontières (<https://rsf.org/en>): Based in Paris, France, this NGO promotes and defends freedom of information and freedom of the press. RSF

publishes reports and press releases about the state of freedom of information throughout the world and how it is being violated. Internships and employment opportunities at headquarters and regional offices are posted online.

5.2 Environment

Environmental NGOs increasingly recruit people with legal expertise to work on international environmental legal issues. Some examples include Greenpeace International, Earth Rights International, the Centre for International Environmental Law, and the International Union for Conservation of Nature.

Greenpeace International

Greenpeace International (www.greenpeace.org) is an independent international organization that works for positive environmental change around the world. The organization is present in 40 countries across Europe, the Americas, Asia, and the Pacific. It has a legal unit that advises the international and national divisions on the right to protest, freedom of expression, proactive environmental litigation, and international environmental lobbying.

Internships

Greenpeace International offers 1- to 6-month unpaid internships in Amsterdam for students or recent graduates. Internships in the Legal department require a relevant legal education in international law and proven dedication to environmental issues. More information regarding the internship application can be found at: <https://workfor.greenpeace.org/interns>.

Greenpeace's regional offices also accept applications for internships. The requirements and responsibilities of these positions vary depending on the country and unit. Students should contact the regional offices for more information.

Professional Positions

All jobs with Greenpeace are posted online at:

www.greenpeace.org/international/en/about/jobs/greenpeacejobs.

Earth Rights International (ERI)

Earth Rights International (www.earthrights.org) is an international non-profit organization that consists of a group of activists, organizers, and lawyers with expertise in human rights, the environment, and corporate and government accountability. It has offices in the U.S., South America, and Southeast Asia. ERI's work includes documenting human rights and environmental abuses, organizing

human rights and environmental activist communities around earth rights issues, and litigating in U.S. courts on behalf of people around the world whose earth rights have been violated by governments and transnational corporations.

Internships

ERI offers several unpaid internship throughout the year to law students in ERI's Peru, Thailand, and Washington D.C. offices. Intern duties, expectations, and application requirements vary depending on the position. For current opportunities, visit: www.earthrights.org/about/jobs-and-internships.

Bertha Legal Fellowship

ERI hires also recent law school graduates as Bertha Legal Fellows. These fellows are lawyers trained or licensed in the country or region where the office is located. Please consult the website for requirements.

Professional and Volunteer Positions

Information about professional positions at ERI, as well as information on volunteer involvement, is available at: www.earthrights.org/about/jobs-and-internships.

Centre for International Environmental Law (CIEL)

The Centre for International Environment Law (www.ciel.org) is a non-profit organization working to use international law and institutions to protect the environment, promote human health, and ensure a just and sustainable society. It provides a wide range of services, including legal advice, policy research, analysis, advocacy, education, training, and capacity building.

Internships

CIEL's internship program offers law students excellent opportunities to gain experience in the field of international environmental law. Responsibilities include researching and writing about international law and policy, assisting with policy analysis and advocacy, attending meetings and conferences, assisting with the production of CIEL publications, and otherwise working closely with CIEL staff on various projects. Internships can take place in either Washington, D.C. or Geneva. In addition to the legal internship program, CIEL offers a human rights and development finance internship in Washington, D.C. All CIEL internships are unpaid; however, CIEL is willing to work with law schools to set up externship programs for credit. For more information, please visit: www.ciel.org/get-involved/get-involvedinternships-externships.

Fellowships

CIEL offers fellowship positions to recent law school graduates and members of the bar who wish to develop or increase their knowledge of the practice of public interest international environmental law. Fellowships are full time and last between 3 and 6 months. Most CIEL fellowships are unpaid.

CIEL offers one funded fellowship: the *Louis B. Sohn Fellowship in Human Rights and Environment*. This is for emerging leaders in the field of human rights and the environment who have significant on-the-ground experience working on human rights issues. Sohn Fellows work in CIEL's Human Rights and Environment Program. Detailed information about this opportunity is available online.

International Union for Conservation of Nature

The International Union for Conservation of Nature (www.iucn.org) is membership union of government and civil society organizations created in 1948, with headquarters in Switzerland and staff in more than 50 countries. IUCN is the world's largest and most diverse environmental network.

Internships

The IUCN's Environmental Law Centre is located in Bonn, Germany, and the office accepts students studying environmental law to work as unpaid interns for a minimum of 3 months. Interns support the work of IUCN legal professionals, and participate in an array of projects, conferences, and workshops. For more information, please visit: www.iucn.org/theme/environmental-law/fellowshipinternship/internship.

Fellowships

The IUCN occasionally accepts fellows through the Dr. Fancoise Burhenne-Guilmin Fellowship. The Fellowship is for young lawyers (under age 35) with experience and interest in environmental law and policy. Candidates must come at the recommendation of their university, and knowledge of a second language is a requirement. For a full list of requirements, please visit:

www.iucn.org/theme/environmental-law/fellowshipinternship/dr-fran%C3%A7oise-burhenne-guilmin-fellowship.

Other Environmental Organizations

Conservation International (www.conservation.org): Based in Washington, D.C., this policy-based conservation organization offers occasional fellowship opportunities (www.conservation.org/about/pages/fellowship-opportunities.aspx).

Earth Justice (www.earthjustice.org): EJ is a non-profit law organization based in San Francisco, dedicated to fighting for a healthy environment. It offers International Law Clerkships, Law Clerkships, and Legal Externships.

MiningWatch Canada (<https://miningwatch.ca>): Headquartered in Ottawa, acts as a “watchdog” of the Canadian mining industry, documenting threats to public health, water and air quality, fish and wildlife habitat, and community interests posed by irresponsible mineral policies and practices in Canada and around the world. Please contact MiningWatch Canada directly regarding internship, employment, and volunteer opportunities.

Rainforest Action Network (www.ran.org): Based in San Francisco, Rainforest Action Network preserves forests, protects the climate, and upholds human rights by challenging corporate power and systemic injustice, through partnerships and strategic campaigns. Internship and volunteer opportunities are available online.

Sierra Club Canada (www.sierraclub.ca): SCC works to protect and preserve the natural environment. The organization has active chapters in every region of Canada and an international program that focuses on building partnerships with national and international institutions, as well as participation in consultations regarding Canada’s role in development. Employment and volunteer opportunities are posted online.

5.3 Development

As with IGOs, there are many international NGOs working in the field of development. Some organizations focus on the economic and social aspects of development, while others address development by way of international cooperation in the legal field.

OXFAM

OXFAM (www.oxfam.org) is an international organization that works to build global solutions to poverty and injustice.

Internships & Professional Positions

The OXFAM International Secretariat offers unpaid internships as well as professional positions at its headquarters in Oxford, U.K., or at one of its advocacy offices. Vacancies for internships are posted online at:

www.oxfam.org/jobs/secretariat, and vacancies for professional positions can be found at: <https://www.oxfam.org/en/work-oxfam>.

AGA KHAN Foundation Canada

AGA KHAN Foundation Canada (www.akfc.ca) is a non-profit international agency that engages in development work in Asia and Africa. As a member of the world-wide AGA KHAN Development Network, the AGA KHAN Foundation Canada works to address the root causes of poverty. Its programs focus on 4 core areas: health, education, rural development, and capacity building for civil societies.

Fellowships

AGA KHAN Foundation Canada runs an International Youth Fellowship Program that trains and sends interns overseas to learn first-hand about development. The 9-month Fellowship in International Development Management offers specialized management training in Canada, followed by a placement in Africa or Asia. For more information, please visit: <https://youthfellows.akfc.ca>.

Professional Positions

If you are interested in working for the AGA KHAN Foundation Canada or the AGA KHAN Development Network, you can find vacancies at www.akfc.ca/en/get-involved/career-opportunities and <https://krb-xjobs.brassring.com>, respectively.

International Lawyers and Economists Against Poverty (ILEAP)

Based in Toronto, ILEAP (<http://www.ileap-jeicp.org/>) works to secure pro-development and equitable outcomes in international trade negotiations, by providing professional expertise and advice to developing countries involved in these negotiations.

Fellowships

ILEAP offers fellowships to students with degrees in trade and investment law. Fellows are placed in positions at the multilateral, usually in Geneva, or regional level. Interested students should contact ILEAP for information about current opportunities.

International Development Program at the Canadian Bar Association

The International Development Program at the CBA (www.cbabc.org/Our-Work/Initiatives/International-Development-Program) has undertaken programs that include institutional capacity building, professional skills and substantive law training, law reform, constitution building, access to justice, and the administration

of justice. These programs are structured with local partners (most often bar associations and legal advocacy groups), in Asia, Africa, Central Europe, and the Caribbean. CBA members can volunteer with these international projects. For more information, please visit: www.cba.org/CBA-International-Initiatives/Our-Approach/Volunteers.

Young Lawyers International Program

The Young Lawyers International Program places lawyers with human rights legal organizations in developing countries for 8 month internships. Applicants must be under the age of 30. More information can be found at: www.cba.org/CBA/IDP/yiip/.

Other Development Organizations

Canadian Council For International Cooperation (www.ccic.ca): CCIC is a coalition of Canadian non-profit organizations working internationally to achieve sustainable human development, end global poverty, and promote social justice and human dignity. CCIC posts volunteer and internship opportunities at: www.ccic.ca/resources/get_involved_e.php

Center for International Studies and Cooperation (<http://www.ceci.ca/en/>): Based in Montréal, CECI is an organization dedicated to fighting poverty and promoting development through partnerships with organizations in Canada and abroad. CECI runs three volunteering programs, including the Uniterra program in conjunction with the World University Service of Canada (see below). CECI also recruits for professional positions, both in Canada and abroad. Check online for current openings.

Third World Network (<http://www.twn.my/>): TWN is a non-profit, international network of organizations committed to issues related to development, developing countries, and North-South affairs, with a focus on economics and environmental matters. The International Secretariat is in Penang, Malaysia, with offices in Kuala Lumpur, Malaysia, and Geneva, Switzerland. TWN Africa is located in Accra, Ghana, and TWN Latin America is located in Montevideo, Uruguay. TWN Africa offers internships for students who are citizens of developing countries, especially in Africa. For more details, please visit <http://twnafrica.org/internship.html>

World University Service of Canada (www.wusc.ca): WUSC is a Canadian non-profit organization that aims to foster international development through education and training. WUSC runs several international volunteer programs

(www.wusc.ca/en/volunteer-overseas), including Uniterra, a joint initiative with CECI. Uniterra recruits individuals to work for local organizations in developing countries for periods of 2 weeks to 2 years. Candidates apply for specific placements online. Volunteers receive funding for travel expenses and a living allowance. For more details, please visit: <http://uniterra.ca/en>.

In addition to its international volunteering programs, WUSC also offers volunteer opportunities in Canada (www.wusc.ca/en/volunteer-canada) and professional positions with WUSC (www.wusc.ca/en/work-wusc).

5.4 Health/AIDS

There are many NGOs that are working on health or HIV/AIDS related matters; below are a few.

Canadian HIV/AIDS Legal Network

The Canadian HIV/AIDS Legal Network (www.aidslaw.ca) promotes the human rights of people living with or who are vulnerable to HIV/AIDS, in Canada and internationally, through research, education, advocacy, and community mobilization. The Network is located in Toronto and includes a Research & Policy Division staffed by lawyers. Students have coordinated internship opportunities at the Legal Network through the International Human Rights Program in the past. Current job vacancies and volunteer opportunities are posted online.

Médecins Sans Frontières (MSF)

MSF (www.msf.org) is an international movement, that provides aid in nearly 70 countries to people whose survival is threatened due to armed conflict, epidemics, malnutrition, exclusion from health care, or natural disasters. MSF provides independent, impartial assistance to those most in need. MSF also speaks out to bring attention to neglected crises, to challenge inadequacies or abuse of the aid system, and to advocate for improved medical treatments and protocols.

Internships

In the past, students have coordinated internships with MSF Canada, in Ottawa, through the International Human Rights Program. Current internship and job opportunities are posted at: www.msf.ca/en/work-in-our-offices.

MSF USA, in New York City, offers fall, spring, and summer paid internships in a range of departments. More information can be found at:

www.doctorswithoutborders.org/work-us/work-office/office-internships.

Other Health Organizations

Action Canada for Sexual Health & Rights (www.sexualhealthandrights.ca): A pro-choice charitable organization that promotes the advancement the sexual and reproductive health and rights, in Canada and internationally, by providing sexual and reproductive health information, working with policy makers, and supporting comprehensive sexuality education. There are a few volunteer opportunities posted online.

International HIV/AIDS Alliance (www.aidsalliance.org): The Alliance is based in the UK, and is it a global partnership of national AIDS organizations. The Alliance works to support communities in the countries most affected by the AIDS crisis. The focus is on those most vulnerable to HIV, particularly marginalized or criminalized individuals, and youth. Please visit www.aidsalliance.org/jobs for current employment, consultant, internship, and volunteering opportunities in the UK. Interested students are welcome to send applications to be held on file for future reference. For similar opportunities overseas, please directly contact the regional Linking Organization (visit www.aidsalliance.org/about/where-we-work for a list of Linking Organizations).

IPAS (www.ipas.org): IPAS is an international organization that works around the world to increase access to safe, respectful, and comprehensive abortion care and to reduce abortion-related deaths and disabilities. IPAS engages in advocacy, research, and education. Current internship and employment opportunities are posted online at: <https://jobs-ipas.icims.com>.

6. Placement Organizations for International Jobs

Students and young professionals might consider signing up for an international placement through a placement organization. This may be a good option for those with limited work experience, and it may lead to a paid position. Placement organizations may charge a significant fee, so interested individuals should be sure to do their research. In addition to CANADEM (described in more detail below), there are numerous for-profit volunteer and work-abroad organizations to consider. Visit the University of Toronto Student Life website for links to more online resources at: www.studentlife.utoronto.ca.

CANADEM

CANADEM (www.canadem.ca) aims to advance international peace and security by connecting organizations to skilled individuals. CANADEM maintains an online list of jobs with international organizations (<http://jobs.canadem.ca>), and a roster of experts seeking job placements. CANADEM's Roster has recruited and placed almost 5000 experts in UN agencies, multilateral organizations, national governments, non-governmental organizations, and private businesses in 75 countries. There is no charge to register for this Roster. Please see the CANADEM website for more information.

7. Note on Funding and Proposals

As mentioned earlier in this Career Guide, most international internships are unpaid. There are several ways to explore raising funds for internships.

Many students obtain funding for internships through the International Human Rights Program. As discussed in Part III of this Career Guide, there are two types of IHRP internships: faculty-funded internships and firm-funded. For more information on the application procedures for each type of internship, please refer to Part III.

Students should also be aware that the Faculty has a debt relief program for graduates who decide to pursue public interest or other low-paying work. Information about the Post-Graduation Debt Relief Program is available through the financial aid office.

In addition to resources within the Faculty, there are numerous external sources to explore. These include governmental (e.g. the Federal Government's Canada Summer Jobs program), corporate, and non-profit (e.g. Canadian Council on International Law's John Peters Humphrey Fellowship) sources of funding. Search for grants, fellowships, and scholarships that are tailored to your interests, and keep in mind that there are funds dedicated to supporting members of specific ethnic or religious groups.

Funding may be available through service clubs, such as Rotary International, Lions Clubs International, and Shriners. Students can also approach Bar Associations, such as the Canadian Bar Association or the Ontario Bar Association. For instance, the International Development Program at the Canadian Bar Association funds internships through its Young Lawyers International Program

(see Section [5.3 Development](#), above). Students can also try crowdfunding their internship through crowdfunding websites, such as www.kickstarter.com and www.indiegogo.com.

Further information on alternative sources of funding can be found in the McGill International Law Career Guide (on reserve in the library), or through the Canadian Directory to Foundations and Grants (available at Robarts Library). Below are several possible alternative sources of funding, which may depend on the nature and subject matter of the proposed fellowship.

- [Arthur C. Helton Fellowship](#)
- [Action Canada Fellowship](#) – This is a \$20,000 CDN fellowship grant that requires a one-year commitment concurrent with studies. However, the proceeds can be used for any purpose, including a summer fellowship. Please check website regularly for application deadlines.
- [Canadian Window on International Development Awards](#)
- [IDRC Doctoral Research Awards](#)
- [Government of Canada International Research Scholarships](#)
- Scobie Award for Exploratory Research Trip for PhD Student

There are many other channels through which students can apply for funding. The key is being creative, well prepared, and professional. Students should also be aware that PSJD.org, LexisNexis Quicklaw, and Westlaw all contain information on fellowships, grants and foundations.

Part II International Opportunities with the Canadian Government

1. Introduction

There are many ways to join the Government of Canada. The Department of Justice (DOJ) is responsible for providing legal and policy advice to many government departments and agencies. Global Affairs Canada also hires lawyers to do policy work. There are also international opportunities with tribunals, Crown corporations, and commissions.

Public Service Commission (PSC)

The Public Service Commission of Canada (www.psc-cfp.gc.ca) staffs most positions in the Canadian Federal Government. It manages an online jobs database (<http://jobs.gc.ca>), where federal organizations can advertise positions open to individuals not currently employed with the public service (i.e. external candidates). In addition, the PSC recruits for the following internationally-focused departments and agencies:

- Canadian Human Rights Commission: www.chrc-ccdp.gc.ca
- Canadian International Development Agency: www.acdi-cida.gc.ca
- Canadian Museum for Human Rights: <https://humanrights.ca>
- Canadian Security Intelligence Services: www.csis-scrs.gc.ca
- Citizenship and Immigration Canada: www.cic.gc.ca
- Department of Justice: www.justice.gc.ca
- Employment and Social Development Canada: www.canada.ca/en/employment-social-development.html
- Environment Canada: www.ec.gc.ca
- Immigration and Refugee Board Canada: www.irb-cisr.gc.ca
- International Development Research Center: www.idrc.ca

Many of these organizations post opportunities on their own websites as well.

In addition to jobs.gc.ca, the PSC runs several recruitment and training programs for students and recent graduates, including the Federal Student Work Experience Program, the Research Affiliate Program, the Recruitment of Policy Leaders Program, and Post-Secondary Recruitment campaigns. For most jobs with the Federal Government, preference is given to Canadian citizens.

For more information, please visit: www.canada.ca/en/public-service-commission/jobs/services/recruitment/students.html.

Federal Student Work Experience Program (FSWEP)

If you are in your first or second year of law school and would like to spend a summer working with the Government of Canada, you should consider the Federal Student Work Experience Program (www.canada.ca/en/public-service-commission/jobs/services/recruitment/students/federal-student-work-program.html). FSWEP is designed to provide students with work experience and is the primary channel used by the Federal Government to recruit students for temporary jobs. Interested students should submit an application online. The process is competitive, with around 50,000 applicants for 7,000 jobs annually. The list of government departments that have participated in FSWEP include:

- Canada Border Services Agency
- The Department of National Defence
- Environment and Climate Change Canada
- Fisheries and Oceans Canada
- Public Services and Procurement Canada

Candidates must be full-time students at an accredited institution at the time of application, and must be returning to full-time studies. Jobs are filled throughout the year and students must re-apply annually. Note that the DOJ Ontario Regional Office in Toronto and the British Columbia Regional Office in Vancouver do not use the FSWEP system to recruit their summer students, and instead hire their summer law students directly. For more information, see **2. The Department of Justice (DOJ)**, below.

Research Affiliate Program (RAP)

The Research Affiliate Program provides current students with the opportunity to conduct research relevant to their studies. The Department of Justice hires students through RAP as part of its Policy and Research Analysts Program. This Program is suitable for law students with an interest in public policy, as this program enables student researchers to develop skills to pursue a career in the public service.

For more information, visit: www.canada.ca/en/public-service-commission/jobs/services/recruitment/students/research-affiliate-program.html.

Post-Secondary Recruitment

Each fall, the PSC begins its campaign to recruit graduating students to entry-level public service careers. Students can apply online to advertised positions, or they can submit an application to the general inventory.

2. The Department of Justice (DOJ)

The Department of Justice (www.canada.justice.gc.ca) provides legal and policy advice on issues relevant to the mandate of the Federal Government, which includes matters of public and private international law. The DOJ employs approximately 5,000 people, half of whom are lawyers. Practicing international law with the DOJ can involve working on national security, human trafficking prevention, and war crimes prosecution. It is also possible to tailor your experience with the DOJ to your own interest; for instance, you may choose to specialize in international environmental law with a focus on sustainable development. You may also wish to take advantage of a rotation of assignments and practice several areas of law in the course of your career. All legal professional jobs with the DOJ that are open to external candidates are advertised at: jobs.gc.ca.

The DOJ's two main areas of focus are domestic – criminal and family law. The smaller divisions within the DOJ may offer opportunities to work on issues related to international law. The following is a list of some of these divisions and examples of international law work that each division has taken on.

- **Crimes against Humanity and War Crimes Section:** working with the Canadian Border Services Agency and the RCMP to investigate war crimes and crimes against humanity, in order to bring war criminals to justice both domestically and internationally.
- **National Security Section:** developing and implementing international tools to fight crimes, such as terrorism and cyber-crime.
- **Family, Children and Youth Section:** working on international recovery of child support and other forms of family maintenance.
- **Extradition and Mutual Legal Assistance Section:** providing assistance to Canadian and foreign police and prosecutors by extraditing people to face prosecution or sentencing in the country in which they are charged or convicted.

Articling

The Department of Justice recruits articling students through the Legal Excellence Program (www.justice.gc.ca/eng/abt-apt/recru/lep-pea/index.html). Articling

students have the opportunity assist in developing policy, drafting legislation, litigation, and providing legal advice to client departments and agencies. Candidates apply directly to the Regional Offices. Contact the Regional Offices or check UTLC for available positions.

Summer Law Student Positions

Most DOJ offices hire students for the summer and year-round through FSWEF (see **1. Introduction**). However, the Ontario Regional Office in Toronto and the BC Regional Office in Vancouver do not participate in FSWEF, and instead hire their summer students directly and in accordance with guidelines set by the Law Society of Upper Canada and the Vancouver Bar Association. The Ontario Regional Office normally participates in Toronto OCIs in October. For 2017, the Ontario Regional Office hired 9 second year law students.

3. Global Affairs Canada (GAC)

Global Affairs Canada

(www.international.gc.ca/international/index.aspx?lang=eng) manages Canada's diplomatic and consular relations to encourage international trade, and guides Canada's international development and humanitarian assistance. More information about working in international development at GAC can be found at: www.international.gc.ca/development-developpement/jobs-emplois/index.aspx?lang=eng#a2.

Internships

The International Youth Internship Program (IYIP) is a program for Canadian graduates who want to get involved in international development projects. It is part of the Career Focus stream of the Government of Canada's Youth Employment Strategy. As of August 2017, GAC was assessing which organizations should receive funding to implement international internships in the new iteration of the four year program. For more up-to-date information, visit: www.international.gc.ca/world-monde/study_work_travel-etude_travail_voyage/youth_internship-stages_jeunes.aspx?lang=eng.

Canadian partner organizations do their own recruiting for the International Youth Internship Program. Interns interested in applying for the IYIP should consult the websites of the Canadian partner organizations. A list of current partner organizations is available on the GAC website. In 2017, partner organizations were:

- Canadian Centre for International Studies and Cooperation

- Canadian Executive Service Organization
- Canada World Youth
- Crossroads International (Ontario)
- CUSO International
- Engineers Without Borders – Ingénieurs Sans Frontières (Ontario)
- Oxfam-Québec (Québec)
- Solidarité Union Coopération (Québec)
- World University Service of Canada
- Youth Challenge International (Ontario)

The International Aboriginal Youth Internships (IAYI) initiative provides opportunities for Aboriginal youth to participate in international internships in developing countries. These internships are paid, and funding is provided for a variety of costs related to the internship, including travel, living allowance, and administrative costs. More information can be found at:

www.international.gc.ca/world-monde/study_work_travel-etude_travail_voyage/opportunities-possibilites.aspx?lang=eng.

Council Volunteers

The Provincial and Regional Councils for International Cooperation are not-for-profit coordination bodies engaging Canadians in international development issues and disseminating information about Global Affairs Canada. The councils have a membership of over 400 members across Canada and are accepting new volunteers. For more information, see:

- **Atlantic Council for International Cooperation (ACIC)**
- Association québécoise des organismes de coopération internationale (AQOCI)
- Ontario Council for International Cooperation (OCIC)
- Manitoba Council for International Cooperation (MCIC)
- Saskatchewan Council for International Cooperation (SCIC)
- **Alberta Council for Global Cooperation (ACGC)**
- British Columbia Council for International Cooperation (BCCIC)
- **Northern Council for Global Cooperation (NCGC)**

Project Advisors

Some GAC projects are delegated to third parties, known as executing agencies. Canadian citizens and permanent residents with the relevant skills and experience may apply for positions with these partner organizations. Applicants should send their applications directly to the third party organization. The up-to-date list of projects can be found at: <http://w05.international.gc.ca/projectbrowser-banqueprojets/?Lang=eng>.

4. International Development Research Centre (IDRC)

The International Development Research Centre (<http://www.idrc.ca>), headquartered in Ottawa, is a Crown corporation that aims to create a local research community in developing countries. IDRC does this through funding research projects by researchers in developing countries, providing expert advice, encouraging knowledge sharing, and building local capacity to innovate.

Student Research Programs

IDRC hires students to work in IDRC's research programs in Ottawa, which include:

- Agriculture and Food Security
- Climate Change
- Employment and Growth
- Food, Environment, and Health
- Foundations for Innovation
- Governance and Justice
- Maternal and Child Health
- Networked Economies

For more information, Please visit:

<http://chp.tbe.taleo.net/chp04/ats/careers/searchResults.jsp?org=IDRC&cws=17>.

Grants and Awards

Each year, the IDRC offers IDRC Research Awards to graduate students or recent graduates to perform developmental research in Ottawa or Regional Offices. One award is offered for each IDRC research program. The award lasts for 12 months, starting in January of each year, with applications due in September. For more information, please visit: www.idrc.ca/en/content/idrc-research-awards-2018.

Professional Positions

IDRC jobs are posted on the IDRC website. Some positions focus on the legal aspects of development (e.g. Senior Program Specialist/Officer – Law and Development).

5. Immigration and Refugee Board (IRB)

The Immigration and Refugee Board (www.irb-cisr.gc.ca) is an independent administrative tribunal that is responsible for making decisions on immigration and refugee matters. The four divisions of the IRB are as follows:

- **Refugee Protection Division (RPD)**: makes decisions on refugee claims of people seeking refugee protection from within Canada.
- **Refugee Appeal Division (RAD)**: considers appeals against decisions of the Refugee Protection Division to allow or reject claims for refugee protection.
- **Immigration Division (ID)**: conducts admissibility hearings and detention reviews.
- **Immigration Appeal Division (IAD)**: hears appeals on immigration matters.

Professional Opportunities

To become a decision-maker for the RPD or ID, one must apply on the Public Service Jobs page of the IRB website. Member of RAD and IAD are appointed by the Governor in Council (of the Federal Government). For more information, visit:

- www.irb-cisr.gc.ca/Eng/BoaCom/empl/Pages/index.aspx
- www.irb-cisr.gc.ca/Eng/BoaCom/empl/Pages/MemComEmpl.aspx
- <https://emploisfp-psjobs.cfp-psc.gc.ca/psrs-srfp/applicant/page1800?poster=916744&toggleLanguage=en>

PART III International Opportunities at UT Law

1. Programs

1.1 International Human Rights Program (IHRP)

The International Human Rights Program enhances the legal protection of existing and emerging international human rights obligations through advocacy, knowledge-exchange, and capacity-building initiatives that provide experiential learning opportunities for students and legal expertise to civil society. Information about the IHRP is available under the 'Centres and Programs' section of the UT Faculty of Law Website (www.law.utoronto.ca) and on the IHRP website (<http://ihrp.law.utoronto.ca>).

The IHRP facilitates a fellowship program to provide law students with the opportunity to work during the summer alongside international human rights practitioners at governmental, non-governmental and United Nations organizations. Students conduct legal research and carry out legal literacy education. These fellowships can be faculty-funded, firm-funded, or neither. For a list of organizations that have hosted UofT law student fellows in the past, please refer to the IHRP website.

Faculty-funding Fellowships

Faculty funding is available to IHRP fellowship applicants who have demonstrated financial need, in order to enable financially disadvantaged students to spend their summer volunteering. Fellows receive a stipend to cover some of the fellowship expenses. Applications are due to the IHRP in the beginning of the spring semester. Information about how to apply is available on the IHRP website.

Firm-funding

Prospective IHRP fellows who have accepted a second-year summer job at a law firm may be able to seek financial assistance from their sponsoring law firm. Participants spend half of the summer working as summer associates at a law firm and the other half as IHRP summer fellows. The firm pays the student's salary during the internship placement. The IHRP Fellowship Guide includes a list of firms that have participated in the past. Interested students should communicate their intention to apply for an internship to the firm's recruitment coordinator during the recruitment process. Once hired, students must arrange their own placement with a

host organization. More information about the application process is available at: <http://ihrp.law.utoronto.ca/page/applying-internships>.

2. Clinics

Students can gain hands-on experience in international law at UofT Law's legal clinics. Students can choose to volunteer or take a credit course during the school year, and some clinics also hire students to work over the summer.

2.1 International Human Rights Clinic

Students can gain practical skills working with the International Human Rights Clinic for academic credit. The clinic provides students with the opportunity to work on a current project involving international human rights. Students work in different areas including international human rights law, refugee and immigration law, and UN treaty procedures.

Interested students must apply to the IHRP Clinic by submitting a statement of interest. It is recommended that students complete an upper year course in Public International Law or International Human Rights Law before applying. For more information, please visit: <http://ihrp.law.utoronto.ca>.

2.2 Downtown Legal Services, Refugee and Immigration Law Division

Each year, UofT law students work at Downtown Legal Services (<http://downtownlegalservices.ca>) either as volunteers or for academic credit. Students in the Refugee and Immigration Law Division represent clients seeking safe haven from human rights abuses in their countries of origin, handling pre-removal risk-assessment applications, humanitarian and compassionate applications, and applications for judicial review. Tasks include meeting with clients and communicating legal information, researching and preparing documents, and appearing before the Immigration and Refugee Board on behalf of clients.

3. Journals

Getting involved with an academic journal is another excellent way to learn about international legal issues and to get ideas about the type of international work that interests you. There are several journals at UofT Law that have an international component: The *Journal of International Law and International Relations*, the *Indigenous Law Journal*, and the *University of Toronto Faculty of Law Review*.

Student editors review submitted articles, and prepare them for publication. This work can be done on a volunteer basis or for academic credit. In addition, students may submit their own work for publication.

3.1 Journal of International Law and International Relations (JILIR)

A joint venture between the Faculty of Law and the Munk School of Global Affairs, the *Journal of International Law and International Relations* aims to promote critical, informed, and interdisciplinary debate on the interaction between international law and international relations. Articles are contributed from Canada and abroad on current international matters and issues of interest to Canada. For more information, visit: www.jilir.org.

3.2 Indigenous Law Journal (ILJ)

The *Indigenous Law Journal* is the first and only Canadian journal to exclusively publish articles on indigenous legal issues. Students with an interest in human rights or comparative law are encouraged to get involved. For more information, visit: <http://ilj.law.utoronto.ca/About>.

3.3 University of Toronto Faculty of Law Review

One of the oldest and most well-respected legal journals in Canada, the *Law Review* is notable for exclusively publishing student scholarship. Founded in 1942, the *Law Review* developed into an academic journal in the 1950s. The *Law Review* publishes legal student scholarship in all areas, including international law. Students with an interest in international law can volunteer with the International Law Cell Group, which is responsible for reviewing submitted articles on the subject of international law. More information is available at: <http://utflr.law.utoronto.ca>.

4. Courses

Students planning to pursue a career in international law should take the opportunity to explore the many international law courses offered at the Faculty. This is important both to develop expertise in this area and to demonstrate a commitment to the practice of international law.

Be sure to check the prerequisites for courses that interest you and try to satisfy them early on in law school. Public International Law is a prerequisite for several

courses. Students should also consider enrolling in Administrative Law and Business Organizations, as they are prerequisites for several of these courses and provide helpful background for others.

Current course listings and descriptions are available at:
www.law.utoronto.ca/academic-programs/course-calendar.

5. Student Groups

Extracurricular activities are a great way to get involved in international law opportunities, and meet like-minded students. Most clubs and student groups advertise their activities through Headnotes. There is also a list of student groups on the Faculty webpage under “Student Life”. Some groups that may be of interest include: The International Human Rights Program Student Working Groups, the International Law Society, and the Environmental Law Club.

5.1 International Human Rights Program Student Working Groups

Working Groups provide students with the opportunity to advocate for specific international human rights issues. Students conduct legal research, and provide advocacy assistance on international issues through work with non-governmental, intergovernmental organizations, and government agencies. Students may choose to continue work started during the school year by doing a summer internship.

Past IHRP Working Groups have included:

- Digital Verification Working Group
- International Humanitarian Law Working Group
- Global Health and Human Rights Working Group
- Sexual Orientation and Gender Identity Working Group
- Women’s Human Rights Working Group

Students can also start a new Working Group on an issue about which they are passionate. Proposals for Working Groups are due in August.

5.2 International Law Society

The International Law Society initiates activities to promote awareness of global events and an understanding of diverse legal cultures. Student members are able to meet and discuss international law with international, government, and human

rights lawyers. For more information, visit: www.law.utoronto.ca/student-life/student-clubs-and-events/international-law-society.

5.3 Environmental Law Club

Students with an interest in international environmental law can join the Environmental Law Club. This group aims to address environmental law and policy issues through research, education, and social events. For more information, visit: www.law.utoronto.ca/student-life/student-clubs-and-events/environmental-law-club.

6. International Exchanges

6.1 Student Exchange Programs

Students interested in living and working abroad can use the opportunity to go on exchange to learn more about another jurisdiction, both academically and culturally. Academic exchanges take place during second or third year, and they are organized through the Faculty of Law and the Centre for International Experience (CIE). Students can choose from a number of overseas institutions, which vary depending on agreements with partner institutions. In the 2016-2017 academic year, exchange opportunities were available at over 25 universities. Some of the more popular destinations included:

- Central European University (Budapest)
- Centre for Transnational Legal Studies (London)
- Jean Moulin University (Lyon)
- National University of Singapore
- Tel Aviv University
- University of Amsterdam
- University of Hong Kong

For more information, visit www.law.utoronto.ca/academic-programs/jd-program/student-exchange-programs, and the complete list of host partner universities is available at: www.law.utoronto.ca/academic-programs/jd-program/student-exchange-programs/host-universities. Consult E-Legal for a guide to internships available while on exchange, and note that an information session on student exchanges is held late in the first term of each year.

6.2 Work in Japan Program

This program allows UofT Law students to study the Japanese language and culture while interning at Nishimura & Asahi, a Japanese law firm located in Akasaka, Tokyo. One student is selected each year as an English-language legal editor. The one-year position generally starts in either June or July, after the second or third year of law school. Student who will return to complete their program of study are given a leave of absence for the year. For more information about this program, visit: www.law.utoronto.ca/academic-programs/jd/studywork-abroad/work-in-japan-program.

Part IV International Articles

NOTE: PLEASE SEE *LSUC'S LICENSING PROCESS POLICIES* FOR THE MOST UP-TO-DATE INFORMATION.

It is possible to complete the entire 10 month articling requirement abroad. It is also possible to have the articling requirement abridged (reduced) or exempted based on experience gained from practicing law in another country. This section only addresses the licensing requirements for Ontario. For information about admission to the legal profession in other provinces, visit the website of the relevant provincial law society.

The Lawyer Licensing Process in Ontario

The Law Society of Upper Canada sets the requirements for admission to the legal profession in Ontario. The licensing process consists of the following requirements: the Barrister Licensing Examination, the Solicitor Licensing Examination, demonstration of 'Good Character', and the Experiential Training Component (either a 10-month articling period or completion of the Law Practice Program⁴). Check the LSUC's Licensing Process Policies for up-to-date information at: www.lsuc.on.ca/licensingprocess.aspx.

1. Articling Abroad

Students who wish to work abroad immediately following graduation should consider articling internationally. Candidates may complete the entire 10-month articling term in an international placement. Policies regarding International Articles are outlined in Part X of LSUC's Licensing Process Policies.

It is up to the candidate to secure an international position and to apply for approval from the LSUC. The application must be approved prior to the start of the articling placement. The application will be evaluated by the Manager of Licensing and Accreditation based on the length, nature, scope, and diversity of the proposed legal experience and the relevance of the proposed legal experience to the legal skills, practices, and systems ordinarily experienced during Ontario articles. If the supervising lawyer is not a Principal, the Manager of Licensing and Accreditation

⁴ The last approved year for students to enrol in the LPP is 2018-2019; however, this is subject to change. Please consult with the Career Development Office for more details.

will also evaluate whether the lawyer is appropriately qualified to supervise the candidate. The request to complete the placement will either be approved, with or without terms, or denied. The decision may be appealed to the Executive Director, Professional Development and Competence.

2. Articling Exemption and Abridgment

It is possible to apply for an exemption or abridgement of the articling requirement based on work experience in another jurisdiction. Candidates who are granted exemption or abridgement of articling must still complete the other mandatory requirements.

Exemption from Articling

Candidates who have been licensed to practise law in a common law jurisdiction and have practiced as a lawyer for at least 10 months in a common law jurisdiction may request an exemption. The rules for applying for an exemption are outlined in Part 9.3 to 9.13 of LSUC's Licensing Process Policies. The Manager of Licensing and Accreditation evaluates requests for exemption, based on the length, recency, nature, scope, and diversity of the candidate's experience and the relevance of the legal experience to the legal skills, practices and systems ordinarily experienced during traditional articles. The decision may be appealed to the Executive Director, Professional Development and Competence. Exempted candidates must complete the Professional Conduct and Practice in Ontario Course prior to completion of the Licensing Process.

Abridgement of Articling

Candidates who have been licensed to practise law, and have practised as a lawyer in another jurisdiction, or who have other legal experience may apply for an abridgement of the articling period. The rules for applying for an abridgement based on prior legal experience are outlined in Part 10.26 to 10.37 of LSUC's Licensing Process Policies. The Manager of Licensing and Accreditation evaluates requests for abridgement based on the length, recency, nature, scope, and diversity of the candidate's experience and the relevance of the legal experience to the legal skills, practices and systems ordinarily experienced during traditional articles. The decision may be appealed to the Executive Director, Professional Development and Competence.

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We would also like to acknowledge the numerous online and print resources referred to in this Career Guide. The websites are cited throughout and we encourage you to check them for current and updated information. The information we include was current as of August 2017.

Appendix - Useful Resources

PILnetMailing List: PILnet is an international non-governmental organization that advances human rights by stimulating public interest advocacy and developing the infrastructure to sustain it. Please subscribe to PILnet Listing to receive information about resources and opportunities related to international public interest law.

- www.pilnet.org

Online Resources

American Society of International Law (ASIL): A resource for international law.

- www.asil.org

CANADEM: A resource that maintains a roster of candidates for international jobs. UN agencies, multilateral organizations, national governments, non-governmental organizations, and private businesses post jobs on this site.

- www.canadem.ca

Canadian Council for International Co-operation (CCIC): A coalition of Canadian organizations who seek to change the course of human development in ways that favour social and economic equity, democratic participation, environmental integrity and respect for human rights. Job postings are available online.

- www.ccic.ca

Chambers & Partners: A resource for employment with international law firms, which produces global practice guides for multiples areas of law and includes a searchable directory of lawyers and law firms.

- www.chambersandpartners.com

Charity Village: Job and volunteer postings at non-profit and public interest agencies.

- www.charityvillage.com

Devnetjobs.org: Database of international development jobs and consulting opportunities.

- www.devnetjobs.org

Finding and Funding International Public Service Opportunities:

- www.nalp.org/assets/142_intpsopps.pdf

GoinGlobal: Information about working in different countries around the world, including job and internship postings, an employer directory, and immigration information for various countries. To access this site, you must log in with your UToronto ID through the University of Toronto Career Learning Network (<https://cln.utoronto.ca/home.htm>).

Going Global: Includes a listing of international employment and internship opportunities, as well as guides for pursuing a career in specific countries.

- www.goingglobal.com

Hieros Gamos Worldwide Law Firms Directory: Profiles of lawyers and law firms around the world.

- <http://www.hg.org/lawfirms.html>

Human Rights Internet: Database of human rights academic programs, Canadian institutions, and resources.

- <http://hri.ca>

Idealist.org: Information about non-profit and community organizations around the world, employment, volunteer, and internship opportunities and resources geared toward the non-profit sector. You can subscribe to receive regular email alerts regarding new job postings, career advice, and resources.

- www.idealist.org

International Jobs Center: Database of international employment opportunities and resources for finding an international job. You can sign up to receive alerts when employers post vacancies.

- www.internationaljobs.com

International Law Students Association: Contains educational and career resources for international law students, as well as links to international law blogs.

- www.ilsa.org/membership/member-resources

Martindale-Hubbell Law Directory: Database of over a million lawyers and law firms worldwide, including reviews of lawyers and law firms.

- www.martindale.com

National Association for Legal Placement (NALP): Legal career planning resource for law students, graduates, law schools, and recruiters in North America. Includes tools, statistics, reference material, among others..

- www.nalp.org

NALP Directory of Legal Employers: Information about legal employers in the U.S. and Canada.

- www.nalpdirectory.com (U.S.)
- www.nalpcanada.com (Canada)

NY Law Center for International Law: A list of career resources in the areas of international and comparative law.

- www.nyls.edu/center_for_international_law/career_resources

PSJD: Useful resources regarding public interest opportunities.

- www.psjd.org/

ReliefWeb: A list of international humanitarian and development job vacancies, as well as training resources.

- www.reliefweb.int

The Legal500: Directory of commercial law firms across the world.

- www.legal500.com

The Riley Guide: Directory of international employment websites and databases.

- www.myperfectresume.com/how-to/career-resources/internat

University of Chicago Library: A collection of websites and other useful resources for researching careers in international law, including web guides to finding jobs and internships.

- www.lib.uchicago.edu/~llou/careers.html

University of Oxford Career Services – International Law: Comprehensive career guide for pursuing a career in international law.

- www.careers.ox.ac.uk/international-law

University of Toronto – Career Learning Network: General career resources for current students and recent graduates of the University of Toronto.

- <https://cln.utoronto.ca/home.htm>

West Legal Directory (Westlaw): Profiles for law firms and attorneys who practice international law or who are located outside the United States. Covers the U.S., Puerto Rico, the Virgin Islands, Canada, and Europe.

- Log into Westlaw US (www.next.westlaw.com), click on Directories, then West Legal Directory, and then International.

Books

A Guide to International Law Careers, by Anneke Smit and Christopher Waters (2009). Available online in the University of Toronto Library Catalogue.

Careers in International Law: A Guide to Career Paths in International Law: A Resource of the American Society of International Law, 2013/2014 edition, by D. Wes Rist. (2013). Available at the Bora Laskin Library.

Harvard Law School's Guide on International Development: Public Service Careers and Opportunities, by Virginia Greiman (2011). Available at: <https://hls.harvard.edu/content/uploads/2008/07/developmentguidedefinal.pdf>.

International Organizations: A Dictionary and Directory, 7th edition, by Giuseppe Schiavone (2008). Available at Robarts Library.

The Big Guide to Living and Working Overseas, 4th edition, by Jean-Marc Hachey (2004). Available at Robarts Library or the E.J. Pratt Library.

The International Law Career Guide, 5th edition, by Université de Montréal and Université McGill (2008). Available at the Bora Laskin Library.

VAULT Career Insider

Access to Vault Career Guides, as well as industry research, career advice, videos, and message boards. This service is only available to current students and alumni within 2 years of graduation. To access this resource, visit the University of Toronto Library Catalogue and search for 'Career Insider' under journals.

2009 Legal Careers Guide: A Career Resource Manual for Law Students, by UBC Law Careers Committee (2009). Available at the Bora Laskin Library.

Journal Articles

Mark E Wojcik, "Practical Career Advice for Young International Lawyers: How to Build a Killer Resume, Network Effectively, Create Your Own Opportunities, and Live Happily Ever After" (1999) 5:2 ILSA J Int'l & Comp L 455. Full text article is available online in the University of Toronto Library Catalogue.