



ANIMAL LAW REFORM

SOUTH AFRICA

VACANCY FOR LAWYER AND PROGRAMME LEAD IN CORPORATE ACCOUNTABILITY PROGRAMME FOCUSING ON FARMED ANIMALS

ALRSA is the first and only dedicated animal law non-profit organisation in South Africa. It is a young but impactful organisation that seeks to utilise law and policy to advance animal flourishing and social justice to protect animals, humans and the environment.

ALRSA is seeking a full-time **Lawyer and Programme Lead** (or similar title) to join our passionate and growing team and lead our Corporate Accountability Programme. Specifically, this lawyer will manage all aspects of our project entitled: “*Spreading their Wings: Exploring Corporate Accountability for Chickens in South Africa*” as well as focus on ALRSA’s farmed animal initiatives and work.

The position is a contract position for a **fixed 10 – 12 month term (depending on start date) renewable for an additional 12 months based on performance and is fully remote**. The incumbent should be able to start by **early June 2023** or soon thereafter. Such individual must be an outstanding and experienced candidate, aligned to the vision and mission of ALRSA and passionate about the protection of animals, social justice and environmental protection.

Legal protection for farmed animals is incredibly weak and underenforced, therefore companies are largely left to self-regulate through industry-set standards. In addition to the lack of proper regulation and enforcement, disclosure, reporting and compliance with other relevant laws applicable to animal agriculture are often overlooked and disregarded. This has devastating impacts for animals, humans and the environment. The public is generally unaware of the vast harms of intensive animal agriculture, and the lack of adequate regulation and oversight. In order for customers to be empowered to make ethical and informed choices, they need to be informed of where their food comes from, and what and how the suppliers of their favourite foods are doing to ensure the requisite compliance and care including in relation to animal welfare, environmental protection and beyond.

As legal reform is a long and difficult process, corporate accountability is a critical component to achieving improved animal welfare and has important consequences for people and the planet. This project falls under ALRSA’s Corporate Accountability Programme which aims to *inter alia* promote more transparent practices; educate consumers; engage with relevant stakeholders and ensure accountability by both state and non-state actors.

The Project will incorporate various legal and policy aspects including animal, environmental, corporate, consumer protection, health, administrative, competition and other areas of law, as well as non-legal



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aspects with a focus on environmental law. It will entail extensive research, writing, drafting and engagement with a number of different stakeholders including through PAIA requests.

DUTIES:

- Managing and leading the Project and Corporate Accountability Programme, and all aspects thereof and work on ALRSA's farmed animal initiatives
- Working closely with ALRSA's network of South African, African and international organisations on farmed animal issues, with a focus on chickens and egg laying hens including the Open Wing Alliance and Farmed Animal Alliance
- Researching and distilling the key legal, policy, and industry standards pertaining to the welfare and use of farmed animals including chickens in South Africa and how these standards compare to international standards with a focus on environmental regulation
- Researching and distilling the key legal, policy, and industry standards pertaining to related issues arising from animal agriculture, such as environmental, consumer protection, corporate law and various others in South Africa and how these standards compare to international standards
- Reviewing issues around enforcement, monitoring, disclosure, reporting and compliance
- Developing and drafting letters for different stakeholders and ongoing correspondence
- Drafting requests for information to various stakeholders, including in terms of PAIA Promotion of Access to Information Act (PAIA) and Protection of Personal Information Act (POPIA), among other avenues
- Developing creative arguments and exploring legal and other avenues for corporate accountability applicable to industrialised animal agriculture, and chickens (egg-laying hens)
- Acting as the spokesperson for the Project and engaging with the media and public where appropriate
- Being responsible for donor reporting and complying with all donor requirements including potential fundraising
- Working on and managing social media and media engagements relevant to the Project across ALRSA's existing platforms and exploring further platforms for engagement
- Managing volunteers, researchers, students and other persons and groups applicable to the Project
- Staying on the cutting edge of animal law and related developments particularly as it pertains to chickens, poultry and farmed animals
- Making presentations to relevant stakeholders including at conferences, to government, in academic settings and otherwise
- Reporting to, working with and attending regular meetings with the Board of Directors and engaging with other key stakeholders
- To the extent required, involvement with on other aspects of ALRSA's work for farmed animals and corporate accountability



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- Making submissions to government on legislation and policies impacting on farmed animal and related issues
- Drafting other reports and documents and undertaking related activities in respect of farmed animal issues in South Africa
- Other duties typical to a project manager and lawyer in a role of this nature

QUALIFICATIONS AND SKILLS:

- Required: An LLB or equivalent qualification
- Required: Admitted as an Attorney or Advocate of the High Court of South Africa
- At least 1 - 3 years post-admission experience
- An advanced degree in law (LLM) or a related discipline and courses taken in animal law, welfare and rights will be an advantage
- Experience in the legal/non-profit/ research or project management fields
- Excellent research skills including legal research and the ability to consolidate and distill research into well-written reports and summary documents
- Written communication skills including letter drafting and engaging with corporations and management, lawyers and other relevant stakeholders
- Experience in corporate law, corporate engagement and industry accountability are a strong advantage
- Strong management, organisation, decision-making and leadership skills and experience
- Ability to think about the law and policy as an instrument of social justice, to advance animal protection, together with human rights and the well-being of the environment and to ensure accountability for state and non-state actors
- The ability to engage with diverse audiences, including local communities and individuals, industry, the media, government, industry and business, students, lawyers and other stakeholders on issues that fall within the mandate and work of ALRSA
- The incumbent must be a self-starter, who is able to work independently and under pressure
- Ability to collaborate with other organisations and individuals in the relevant fields with strong interpersonal and relationship skills
- Experience in areas such as some of the following: social justice, human rights, animal law, animal welfare, animal advocacy, environmental law, constitutional law, administrative law, campaigning and related areas

ENQUIRIES:

Contact us at contact@animallawreform.org for further information about this role or for any queries.



TO APPLY:

Applicants are invited to apply by: completing the Google Form here: <https://forms.gle/muo5FVbwdqKDpmVz8>

If there are any issues completing the Google Form, by sending your application via email to contact@animallawreform.org

Applications received via any other means will not be accepted including LinkedIn and Facebook.

To apply, you will need to please submit:

1. A detailed CV
2. A covering letter motivating why you are interested in the position; why you have the necessary qualifications, skills and experience for this position based on the requirements above; and your alignment with the vision and mission of ALRSA and, in particular, why you wish to work for an organization focused on law reform for animals
3. Reference Letters from two references and contact details of a third
4. A writing sample of approximately 10 – 25 pages (may include academic articles, pleadings or other legal documents or writing to illustrate applicant's written abilities)
5. Any other relevant supporting documents for consideration

OTHER DETAILS:

Only short-listed candidates will be contacted to proceed to the second round which will include an interview. Animal Law Reform South Africa reserves the right not to make an appointment and to verify all information provided by candidates.

The monthly contract fee is **ZAR35,000 per month** (before deductions) with the potential for an increase if additional funding is obtained. There are no further benefits.

We strongly encourage applications from applicants of diverse backgrounds who represent the demographics of South Africa and Africa. Foreign applicants will be considered but knowledge of the South African legal system and applicable laws and policies is essential for this role.

CLOSING DATE FOR APPLICATIONS: 15 MAY 2023