

# International Public Interest Law



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# CHAPTER 1

## INTRODUCTION AND ADVICE

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### A. The Guide

With the increasing interconnectedness of our world, the breadth and range of international institutions and jobs continues to grow. Attorneys are involved in diplomacy, policy-making, administration, and internationally-oriented advocacy and activism. The goal of the guide is to facilitate the process of career exploration for law students and recent graduates interested in public international work.

Chapter 1 provides career advice for students interested in international public interest work. Chapter 2 discusses the YLS resources in this area, and Chapter 3 provides numerous narratives of YLS students and alumni who have worked in international human rights, explaining the rewards and demands of the work, and providing suggestions and encouragement for finding your path. Although public international law is not easily categorized, the remainder of the guide discusses four settings of international public interest work:

- **The United Nations** and its specialized agencies (Chapter 4);
- **Intergovernmental Organizations** other than the United Nations (Chapter 5);
- **U.S. Government Agencies** (Chapter 6); and
- **Nongovernmental Organizations** (Chapter 7).

In each chapter relevant organizations, employment opportunities, and resources are described. Although the guide includes information about a broad range of public international organizations and employment opportunities, some of which are policy-oriented or non-legal in nature, we have highlighted those employment opportunities that are most closely related to law. Our *Opportunities with International Tribunals and Foreign Courts* provides information and listings of court-based international public interest positions and is available on the CDO website, [www.law.yale.edu/cdo](http://www.law.yale.edu/cdo) under *Resources* then *CDO Publications*, or in the Career Development Office.

### B. The Market

The good news is that it is possible to have a lifelong career as a lawyer in international public service. The bad news is that there is no clear and guaranteed path leading to a career in this broad field. This is in part because of the great diversity of public international work done by lawyers. Additionally, as in the domestic sphere, international public and nonprofit organizations have fewer resources than private corporations and law firms. Because of this, they have fewer openings, are less likely to offer formal training for young attorneys, and usually prefer to hire attorneys with at least three to five years of experience. However, opportunities for entry level work do exist and are discussed in the chapters that follow. Breaking into a career in public international law may require taking short-term positions, seeking work as a consultant, or applying for fellowships or grants to fund your work. Most important are your determination to stick with it and your willingness to be inventive in attaining your goals.

### C. Law School

Law school can be a time to deepen your knowledge and broaden your experience within your chosen field and to learn about related fields, or to explore and better define your specific interests. Your own values and interests should be your primary guide for choice of classes, extracurricular activities, summer jobs, and other learning opportunities in this field. While it is not necessary to narrow your interests down

to one “dream job” or even one particular practice area, you can take better advantage of opportunities that arise in law school if you have articulated to yourself what you want to get out of the experience. See CDO’s *Introduction to Career Development* guide for information on self assessment and be sure to tap into the resources available through the Career Development Office and the Schell Center.

Without going overboard, exhausting yourself, or losing perspective on what matters in life, you can gain valuable professional experience while in law school from clinical and other classes, scholarly research, extracurricular activities, pro bono projects, internships, journals and other law student pursuits. Many professors are willing to offer informal career advice to students. Seek out professors whose area of specialization overlap with some of your own interests and who seem approachable. Yale Law School, as well as a growing number of other law schools, provides funding for those wanting to pursue public interest work over the summer. YLS SPIF (Summer Public Interest Fellowships) can fund your public interest work while the Kirby Simon travel grants will cover your travel expenses for international public interest work. Yale also offers opportunities to work closely with professionals on international projects through the Lowenstein Clinic and Lowenstein Project, and access to alumni mentors who have pursued public international careers through the YLS Career Connections. In addition Yale has post graduate fellowships in international public interest law through the Bernstein Fellowships and with the U.S. government through the Heyman Fellowships. The newly created YLS Public Interest Fellowships can also be used to fund international public interest work. See Chapter 2 for more information on YLS resources for students.

#### **D. Summer Internships**

One of the best ways to get essential international public service experience is through a summer internship. Before applying for an internship, you should try to ensure that your interests, strengths and goals are a good match for the organization you have in mind. Talk to Jim Silk of the Schell Center about your goals. He has years of experience with many international public interest placements. In addition to researching organizations through websites like PSLawNet.org (see below) or other print information, it is a good idea to search out past interns. CDO and the Schell Center have YLS student reports about where they have worked. CDO online summer job evaluations provide five years of searchable summer employment reports.

Communicate with people at the organizations in which you are most interested and people knowledgeable about those organizations, and get clear answers to your important questions. Is this organization willing and able to provide you with the degree of supervision you seek? Will you be able to work on legal projects? International projects? Will there be other interns? Will you have access to computer, telephone and other resources necessary for doing your work? What is it like to live in that area? Make sure that you and your potential sponsoring organization agree on your goals for the summer and how they will be met.

Be aware of significant events at the organization and in the region that might affect your summer internship. For example, it would be important to find out if the project you intend to work on will not go forward if the organization does not receive critical funding, or if the region is politically unstable. Keep in mind that some questions are more appropriate to address to someone outside of the organization who is familiar with its work.

#### **E. Using the World Wide Web**

The **Public Service Law Network** (PSLawNet.org) is *the* website for law students and lawyers interested in doing international public interest work. A database of public interest organizations and employment listings from the U.S. government and intergovernmental and nongovernmental organizations,

PSLawNet can be accessed by any student or alumni of a member organization, including YLS. To sign up as a new member, go to [www.pslawnet.org](http://www.pslawnet.org), and select *Sign Up Now*.

PSLawNet has two search options. The first search option, *Search Opportunities*, scans current vacancies for jobs, internships, and fellowships by practice area and location. The other search option, *Search Organizations*, is a far more comprehensive database, representing PSLawNet's effort to gather all legal public service organizations. It is a great place to go to learn basic information about thousands of U.S. and international organizations. You can specify the subject matter or location of the organizations you want to learn about. Most listings also have links to an organization's website or email address. PSLawNet also contains a directory of websites for international public interest organizations under *International Resources*.

Other helpful websites and listservs are:

- The **YLS Schell Center** maintains a human rights opportunities listserv that circulates announcements about post-graduate human rights opportunities and a second listserv that informs of events. To join, email [schell.law@yale.edu](mailto:schell.law@yale.edu) and mention in the email which list you are interested in joining.
- The **American Bar Association (ABA)** Section on International Law has numerous committees dedicated to substantive issues within public international law (e.g., international courts, international health law, national security, international environmental law, international human rights, immigration and naturalization). Depending on the committee, listservs may distribute news, event announcements, job notices and other information. In addition, the International Law Section website, [www.abanet.org/intlaw/home.html](http://www.abanet.org/intlaw/home.html), has a Student Headquarters with information about their Law Student Listserv, internships, and other opportunities.
- The professional and interest groups of the **American Society of International Law (ASIL)** sponsor listservs on a variety of international law topics. Each Internet list has its own policies, but many distribute job information. You must be a member of ASIL to participate. In addition ASIL has information on internships and fellowships in this area. Just click on *Resources*, then *Career Development*. There are discount rates for students, new attorneys, and those in lower income brackets. For descriptions of the different groups, go to the ASIL website ([www.asil.org](http://www.asil.org)) and follow the subject links or click *Membership*, then *Interest Groups*.
- The human rights organization, **Derechos**, sponsors a blog and website on human rights issues at [www.derechos.org](http://www.derechos.org). For a Human Rights Research Guide click on *Links*, then *Directories*.
- **Human Rights Internet**, a Canadian-based human rights group, runs an extensive website ([www.hri.ca](http://www.hri.ca)). On this website there is a database of human rights jobs, organizations, and publications.
- **The Human Rights Resource Center** ([www.hrusa.org](http://www.hrusa.org)) works in partnership with the University of Minnesota Human Rights Library to create and distribute human rights resources. The website contains substantive human rights information and links to other human rights groups and resources.

- **The Association for Women’s Rights in Development** ([www.awid.org](http://www.awid.org)) has information and links in the areas of international women’s rights and development, and also posts job opportunities in this field.

## F. The International Public Interest Resume

A resume used to obtain employment in the field of international public interest is very similar to the standard legal resume. Sample student resumes can be found in *Introduction to Career Development* and sample alumni resumes can be found on the CDO website under *Resources*, *CDO Publications*, *Sample Alumni Resumes*. The differences are dictated by the fact that your intended reader may not be familiar with U.S. education institutions, awards, employment, abbreviations, or conventions. With this in mind:

- Don’t abbreviate dates (April 2006, rather than 4/6/06), degrees (Masters of Arts rather than MA), locations (Connecticut rather than CT) or employers (Department of Justice, not DOJ).
- Emphasize your connection to the relevant geographical area and your familiarity with languages and cultures other than your own.
- Explain your credentials, such as law school honors or responsibilities of a job, whenever in doubt.
- Emphasize all of your knowledge and background of that region or topic area, including conferences, projects, or papers.

It is possible that this increased detail and explanation may cause your resume to exceed one page. As long as you are focused on the position at issue, this is not a problem.

## G. Frequently Asked Questions

### What classes should I take?

Since international public interest law is very broad, there is no way to answer this question across the board. Your specific interests and career goals should guide you. Take classes that help you develop knowledge and clinics that help you develop skills—whether litigation, writing, oral argument, research, or something else—that relate to your career interest. Public Order is a popular, basic public international course at YLS, but many others may enrich your understanding and skills in international law.

### What skills are most important to landing a job in this area?

Many attorneys involved in hiring law graduates for public international jobs believe that the basics are most important: good writing, strong research skills, the ability to analyze at a sophisticated level, and being able to advocate your ideas clearly and forcefully. For many legal jobs, proficiency in a foreign language or comfort with a foreign country or culture is also important. Otherwise, specific skills will depend on the particular job that interests you.

### How important is it that I be on a competitive law journal?

This may be very helpful in helping you to stand out as an applicant for an “honors program” and other positions within the U.S. government, post-graduate fellowships, and other similarly competitive U.S.-based employment opportunities. In general, however, being on a competitive journal is not likely to make or break your chances for a career in international public interest. Many employers do look favorably upon applicants who have published on subjects relevant to the job in question. For many jobs, however, what is most important is having relevant work experience.

### **Is it important to work abroad?**

For most public international jobs, experience living and working abroad is extremely helpful personally as well as a good professional credential. In some cases, experience working abroad is essential, as with many positions related to human rights, international health, development or humanitarian assistance.

### **Are judicial clerkships useful?**

Like being on the board of a very competitive law journal, holding a judicial clerkship can give you a leg up on the competition for U.S.-based jobs, especially with the government, by indicating that you are smart and have good research and writing skills. It is doubtful whether a clerkship in a U.S. court would give you a competitive edge with non-U.S. employers. If you are interested in working in a specific country or region, you may be able to arrange a clerkship abroad. U.S. law students and graduates have worked at the Israeli Supreme Court, for the Inter-American Court of Human Rights, and the Land Claims Court in South Africa, among other places. See CDO's *Opportunities with International Tribunals and Foreign Courts* for guidance in this area.

### **Is it possible to find a paid job right out of law school?**

Yes, but you should be willing to explore short-term opportunities such as fellowships, consultancies, "honors programs," "junior officer programs" and other similar positions. Be creative and patient. See Chapters 4-7 for specific information about entry level opportunities in various job settings.

### **What about becoming a career diplomat?**

The U.S. Department of State Foreign Service career track provides the means for U.S. citizens to pursue a career as a diplomat. Information can be found on their website at [www.careers.state.gov/officer](http://www.careers.state.gov/officer). A required Foreign Service Officer exam is offered several times each year. Entering officers begin in the Management, Consular, Economic, Political, or Public Diplomacy tracks.

### **When should I apply for summer internships and post graduate opportunities?**

Because there is no general structure to hiring for international public interest jobs, it pays to start your research early, develop an action plan, and follow through. For summer internships 2Ls should begin contacting organizations that interest them in the fall, and 1Ls should begin as soon after December 1<sup>st</sup> as they are ready. Many of these organizations (often the foreign NGOs) will not be willing to engage in the process for several months, but some (for example, the U.S. Government) will follow a very structured and early timeline so it is best to learn the specific employers' timelines before they expire.

The same advice applies for post graduate opportunities. There are benefits to making contact early, even though many of these organizations will not know their needs until a vacancy arises or funding develops. Once again, the exception tends to be government hiring, which commonly has very early and strict application deadlines for entry level jobs.

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## CHAPTER 2

# RESOURCES WITHIN THE YALE COMMUNITY

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Yale Law School and Yale University offer a number of useful resources for students interested in international public service careers.

### A. CDO Assistance

#### **CDO Publications**

In addition to this guide, CDO publishes a guide to *International Tribunals and Foreign Courts* and a guide to *Public Interest Fellowships*. We also produce the brochures *Public Interest Fellowship Opportunities* and *Searching for Fellowships on PSLawNet*. All are updated yearly and available on the CDO website, and in the office.

#### **Summer Job Evaluations**

CDO has online summer job evaluations of YLS students, spanning the last five years. These evaluations can be searched by location and type of employer, allowing internationally oriented students to quickly find relevant reports.

#### **Public Interest Career Fair**

CDO organizes an annual Public Interest Student Career Fair each November, at which second-and third-year students who have worked in public interest jobs over the summer share their experiences with first-year and other interested students. International placements are well represented.

#### **Career Connections**

CDO and the Alumni Office have created, and maintain, YLS Career Connections, an online alumni mentoring service. From this link on the CDO website you can search for YLS alumni who are involved in international public interest law and who are willing to assist students and YLS graduates in their career efforts.

#### **Counseling**

CDO Executive Director, Terri Bryant, and Director, Marilyn Drees, are available to help you pursue your public interest international career goals. Just make an appointment by calling 432-1676 or stopping by the office.

#### **Job Search Expenses**

CDO will reimburse the telephone and fax expenses of a student's public interest job search, which may be more significant for international public interest students. Students should keep track of their expenses and complete a Bursar Credit Agreement Form, which is available in CDO.

#### **Print Resources**

Books, guides and directories related to the field of international public interest law can be found in the CDO library. For a complete listing, go to the CDO website under *Resources*, *CDO Library*, and look under *Career Specialties* and *Public Interest*.

## B. Mentors

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### 1. Alumni Mentors

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Numerous alumni involved in international public service, including many of those who submitted narratives for this guide, have volunteered to act as mentors to Yale Law School students. To access the YLS Career Connections database and search for individuals with relevant international interest and experience, go to the CDO homepage at [www.law.yale.edu/cdo](http://www.law.yale.edu/cdo), select *Resources* on the left side, and then click on *YLS Career Connections*.

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### 2. Faculty Mentors

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One of the most invaluable resources the Law School has to offer is its faculty. The professors listed below are experts in various international legal matters and have agreed to mentor any student needing advice. These professors' expertise represents the entire spectrum of international law, from immigration policy to human rights to international trade, so when consulting a faculty member make sure you target the right one by reading the professor's bio in the Facebook or on the YLS website under *Faculty*.

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### **3. New Graduate Mentors**

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The following members of the graduating classes of 2006, 2007, and 2008 are now pursuing work in international public service and are happy to offer advice to current students.

### **4. Student Mentors**

Talking to fellow students about their experiences in international public service can be a great way of starting your summer or full-time job search. Listed below are current students who did public international work during the summers of 2007 and 2008.

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### **C. Classes**

The classes listed below have international content and will be offered at the Law School during the 2008-2009 academic year. Consult the Law School's website for changes or additions to this list by going to [www.yale.edu/bulletin/html/law/course.html](http://www.yale.edu/bulletin/html/law/course.html). Other schools and departments offer a plethora of courses that are relevant to those interested in public international issues. In addition to improving language skills and knowledge about a particular region, you can gain expertise in specialized topics (e.g., environmental conservation, economics, international trade, public health, rural development) related to your international interest. For information on Yale University courses, go to [www.yale.edu/bulletin/html](http://www.yale.edu/bulletin/html). Check for scheduling conflicts with law school classes and exams before cross-registering with other departments and schools. Most other schools at Yale are on a different academic calendar than the Law School and the vacation periods do not always coincide.

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## Fall Semester

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**Advanced Legal Services for Immigrant Communities**

C. Lucht

**Advanced Civil Liberties and National Security Post 9/11**

J. Freiman, R. Kassem, H. Koh, H. Metcalf, M. Wishnie

**Advanced Lowenstein International Human Rights Clinic**

J. Silk

**Civil Liberties and National Security after September 11**

J. Freiman, R. Kassem, H. Koh, H. Metcalf, M. Wishnie

**Contemporary Legal Issues in Africa**

L. Brilmayer and D. Wade

**European Convention on Human Rights**

A. Stone Sweet and L. Wildhaber

**[The] European Union: Public Law and Institutions**

P. Lindseth

**Human Rights Workshop: Current Issues and Events**

P. Kahn

**Immigration Legal Services**

C. Lucht, J. K. Peters, H. Zonana

**Immigration, Citizenship, Secularization and Antidiscrimination Policies and Laws**

P. Weil

**(The) International Criminal Court: Prospects for Global Justice**

C. Chung

**International Investment Law I**

W. Reisman and G. Aguilar-Alvarez

**International Law and Armed Conflicts**

D. Akande

**Law and Globalization**

A. Stone Sweet

**Lowenstein International Human Rights Clinic**

J. Silk and L. Brundige

**Public Order of the World Community: A Contemporary International Law I**

W. Reisman

**Sentencing**

D. Curtis and N. Gertner

**Specialized Legal Research in Foreign and International Law**

S. Kauffman, J. Nann, C. Tubbs, T. Miguel

**Worker and Immigrant Rights Advocacy Clinic and Fieldwork**

M. Wishnie, R. Kassem, C. Lasch

**Workshop: Chinese Legal Reform**

P. Gewirtz, J. Horsley, J. Prescott

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## Spring Semester

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**Advanced Civil Liberties and National Security Post 9/11**

J. Freiman, R. Kassem, H. Koh, H. Metcalf, M. Wishnie

**Advanced Immigration Legal Services Clinic**

C. Lucht, J.K. Peters, S. Wizner

**Advanced Lowenstein International Human Rights Clinic**

M. Wishnie

**Advanced Worker and Immigrant Rights Clinic**

M. Wishnie, C. Lasch, R. Kassem

**Civil Liberties and National Security After September 11**

H. Koh, J. Freiman, R. Kassem, H. Metcalf

**Comparative Sentencing Law: Research Seminar**

K. Stith, N. Gertner, D. Curtis

**Contemporary Legal Issues in Africa**

L. Brilmayer and D. Wade

**Human Rights Workshop: Current Issues and Events**

P. Kahn

**Immigration Legal Services**

C. Lucht, J.K. Peters, S. Wizner, and H. Zonana

**International Human Rights: Law and Policy**

H. Koh

**International Commercial Arbitration**

W. Reisman

**International Criminal Law**

M. Damaska

**Law and Globalization**

D. Esty and A. Stone Sweet

**Legal Services for Immigrant Communities**

C. Lucht and S. Wizner

**Lowenstein International Human Rights Clinic**

L. Brundige and M. Wishnie

**Public Order of the World Community II**

L. Brilmayer and W. Reisman

**Specialized Legal Research: American Immigration Law**

S. Kauffman and J. Nann

**Worker and Immigrant Rights Advocacy Clinic and Fieldwork**

M. Wishnie, R. Kassem, and C. Lasch

**Workshop on Chinese Legal Reform**

P. Gewirtz, J. Horsley, and J. Prescott

**D. Financial Assistance**

**Summer**

The **Summer Public Interest Fellowship** (SPIF) provides up to \$500 a week for up to 12 weeks to every student who needs this financial support to pursue a public interest job in the summer. For the summer of 2007, this program gave 117 students approximately \$539,791 to fund their public service. See the Bulletin, financial aid publications, and the Yale Law School Financial Aid website for an in depth description of this program.

Students who plan to undertake human rights work during the summer are eligible to apply for summer funding through the **Schell Center's Kirby Simon Summer Fellowship** program, which supplements the SPIF basic living allowance to cover costs associated with international travel. For the summer of 2007, the Schell Center funded 37 Kirby Simon Summer fellows. The Orville H. Schell, Jr. Center for International Human Rights administers the program and distributes application information to all students in the fall semester. Contact Jim Silk at 432-1729, or Liz Brundige at 432-8368, for information about the program and potential placements, and to obtain approval of your placement.

**Post-Graduate**

The **Career Options Assistance Program** (COAP) provides full loan repayment to graduates earning an annual income below \$60,000, and partial payment for salaries higher than that, to cover school loans, thus eliminating the major obstacle to graduates undertaking public interest careers. Since its inception in 1988, COAP has provided over \$23 million in funds to YLS graduates. In 2007, COAP provided over

\$2.4 million in loan forgiveness to almost 300 Yale graduates. See the Bulletin, financial aid publications, and the Yale Law School Financial Aid website for a full description of this program.

The **Robert L. Bernstein Fellowship in International Human Rights**, administered by the Orville H. Schell, Jr. Center for International Human Rights, offers financial support for two to three recent graduates of YLS to pursue human rights work for a year. Information on this program is available from Jim Silk in the Schell Center at 432-1729. Starting in the Fall of 2008, YLS will also offer several other Public Interest Fellowships that can be used to support international public interest work.

The **Heyman Federal Public Service Fellowships** supports two or three recent Yale Law graduates who wish to work closely with high-level leaders in the federal government for one year. The fellowship can be used for federal government work that is involved in international issues, such as with the State Department. Information is available in the *YLS PI Fellowship Opportunities* brochure found on the CDO website, [www.law.yale.edu/cdo](http://www.law.yale.edu/cdo) under *Resources* then *CDO Publications*, or in the CDO office.

The **Initiative for Public Interest Law** is a nonprofit organization that provides one-year grants ranging from \$9,000 to \$21,000 for projects that protect the legal rights of inadequately represented groups or interests. For more information, visit [www.yale.edu/initiative/](http://www.yale.edu/initiative/).

The **Office of Fellowship Programs (OFP)** (formerly named the Office of International Education and Fellowship Programs (IEFP), located at 55 Whitney Avenue on the third floor, provides information about Yale-specific and other international fellowship and study abroad programs, for which graduate and professional students are eligible. For more information, visit [www.yale.edu/yalecollege/academics/fellowships/](http://www.yale.edu/yalecollege/academics/fellowships/).

The **Yale Center for International and Area Studies (YCIAS)** offers a number of grants and fellowships for graduate and professional school students interested in researching international relations or studying foreign languages. For more information on these grants and fellowships see the YCIAS website, [www.cis.yale.edu/ycias](http://www.cis.yale.edu/ycias), click *Grants and Fellowships*, then *Yale Graduate and Professional Students*.

## E. YLS Student Organizations and Journals

The following YLS student organizations undertake activities related to public international law and/or service. In addition, other student groups, such as the Environmental Law Association, Latino Law Students' Association, and the Law and Technology Society, often sponsor internationally-focused educational, cultural or social events.

The **Allard K. Lowenstein International Human Rights Project** and the **Pro Bono Network** provide students with the opportunity to carry out human rights research and advocacy projects, usually on behalf of nongovernmental organizations. Within the Lowenstein Project is the **Extraordinary Courts in the Chambers of Cambodia (ECCC)**, a special initiative that contributes to the legal research needs of the judges engaged in the trials of the Khmer Rouge former leaders. Students in the ECCC Project prepare legal memoranda for the Supreme Court Chamber of the ECCC which is charged with trying those responsible for the atrocities committed by the Khmer Rouge between 1975-1979.

The **Rebellious Lawyering Conference** is an annual student-organized conference devoted to exploring and promoting public interest law and practice. Each year the conference includes panels and participants on international topics.

**Students United Against Genocide (SUAGD)** in Darfur is a student organization that was founded in 2006 to bring together students interested in raising public awareness of the genocide occurring in Darfur and promoting advocacy that will be instrumental in bringing the genocide to an end. The organization has engaged in an ongoing dialogue with its members and the campus community. In 2007, the Students United Against Genocide in Darfur joined forces with Res Publica to found “24 Hours for Darfur” ([www.24HoursForDarfur.org](http://www.24HoursForDarfur.org)), an online platform for Darfur education and advocacy.

The *Yale Human Rights and Development Law Journal* (YHRDLJ) is primarily an online publication that strives to provide a broad range of perspectives on issues at the intersection of human rights and development. The journal is edited by students and advised by members of the Law School faculty, and includes articles solicited from top legal scholars, student notes, and links to notable Internet sites devoted to human rights and development topics. The journal’s website is [www.yale.edu/yhrdlj](http://www.yale.edu/yhrdlj).

The *Yale Journal of International Law* is a student publication that contains articles and comments written by scholars, practitioners, policymakers and students on a wide range of topics in public and private international law. Published twice a year, the journal is a primary forum for the discussion and analysis of contemporary international legal problems. The journal’s website is [www.yale.edu/yjil](http://www.yale.edu/yjil).

The **Yale Middle East Law Forum** seeks to promote discussion on various topics on the Middle East. The Forum organizes lectures, panels, conferences and dinners at the Law School throughout the year. The organization’s website is <http://mideastforum.law.yale.edu/>.

## F. International Projects and Centers

The **Orville H. Schell, Jr., Center for International Human Rights**, located at Yale Law School, coordinates a diverse program to serve students and scholars at Yale and contribute to the development of the human rights community locally and internationally. The center organizes lectures and conferences on human rights topics; furthers human rights scholarship by hosting visiting scholars and providing research fellowships; promotes activism through summer and post-graduate fellowships; and supports the Allard K. Lowenstein International Human Rights Project and the Yale Human Rights and Development Law Journal. For further information about the center’s activities, contact Jim Silk at 432-1729 or Liz Brundige at 432-8368, or consult their booklet *Human Rights Programs: A Guide for Students 2007-2008*. The website for the center is [www.law.yale.edu/intellecualife/schellcenter.htm](http://www.law.yale.edu/intellecualife/schellcenter.htm), and the guide can be found at [www.law.yale.edu/intellecualife/schellcenter.htm](http://www.law.yale.edu/intellecualife/schellcenter.htm).

The **China Law Center** seeks to assist the legal reform process within China and to increase understanding of China’s legal system outside of China. To these ends, the center carries out research and teaching, promotes academic exchanges with China, and undertakes a variety of cooperative projects on important issues in Chinese legal reform. Since the center was launched, it has initiated in-depth cooperative projects with leading Chinese legal experts and institutions in the areas of judicial reform, administrative law and regulatory reform, and legal education. For more information visit, [www.law.yale.edu/intellecualife/ChinaLawCenter.htm](http://www.law.yale.edu/intellecualife/ChinaLawCenter.htm).

The **Global Constitutionalism Seminar**, directed by YLS Professor Paul Gewirtz, is an annual event in which supreme court and constitutional court judges from around the world meet with faculty members to discuss issues of common concern. While the seminar proceedings are largely confidential, some events are open to the Law School community.

Each summer the Law School sponsors a student exchange with several universities in Argentina, Brazil and Chile. Students involved in the **Linkage Program** focus on a wide range of areas including human rights, constitutional law, international law, and criminal law through participation in classes, meetings

with professors, and workshops at universities in Buenos Aires, Santiago, Sao Paulo, and Rio de Janeiro. In addition, students visit government institutions, meet with national authorities, and work with local NGOs. Students live with host families. The Law School pays students' travel and living expenses. For more information, visit [www.law.yale.edu/intellecualife/linkageprogram.htm](http://www.law.yale.edu/intellecualife/linkageprogram.htm) or contact Jhon Carmona, the program leader, at [jhon.carmona@yale.edu](mailto:jhon.carmona@yale.edu) or at 436-3534.

**The Whitney and Betty MacMillan Center for International and Area Studies** at Yale is the university's principal agency for encouraging and coordinating teaching and research on international affairs, societies and cultures around the world. The MacMillan Center seeks to make understanding the world outside the borders of the U.S., and America's role in the world, an integral part of the liberal education and professional training at Yale University. It provides opportunities for scholarly research and intellectual innovation; encourages faculty/student interchange; brings international education and training to teaching professionals, the media, businesses, and the community at large; sponsors more than 500 lectures, conferences, workshops, and other activities each year; and produces a range of academic publications. For more information, visit [www.yale.edu/macmillan](http://www.yale.edu/macmillan).

**The Yale Center for the Study of Globalization (YCSG)** is devoted to examining the impact of our increasingly integrated world on individuals, communities and nations. The YCSG draws on the rich intellectual resources of the Yale community, scholars from other universities and experts from around the world. On campus, it supports research on the many facets of globalization and helps to enrich debate on globalization through workshops, conferences and publications. Off campus, the center furthers its mission through collaboration with a variety of institutions across the globe. The center's flagship publication is the *YaleGlobal Online* magazine found at [www.yaleglobal.yale.edu](http://www.yaleglobal.yale.edu). For more information, please visit the center's website at [www.ycsg.yale.edu](http://www.ycsg.yale.edu), or contact Haynie Wheeler at 432-1904.

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# CHAPTER 3

## WORDS OF WISDOM

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This chapter provides perspectives on work and career development in the international public sector from attorneys active in public international work, as well as law students. In addition to offering advice and factual information about particular fields or jobs, the narratives offer a glimpse into the complex mix of circumstances that shape individual career paths, and the motivation, challenges, and rewards of this path.

### A. Practicing Attorneys

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#### 1. United Nations

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**UNITED NATIONS DEVELOPMENT PROGRAMME,  
GOVERNANCE & RULE OF LAW UNIT, Khartoum, Sudan**  
**Hillary Fordan '05**

I am currently serving as a United Nations Volunteer in the Governance & Rule of Law Unit at the United Nations Development Programme (UNDP) in Khartoum, Sudan.

#### **Career Path**

Although I've been interested in international human rights since college, I ended up where I am today largely by chance. I graduated from UC Berkeley in 2001 and went to work as a Legal Assistant at an immigration law firm in San Francisco. Given my dearth of relevant experience at the time, this seemed as close as I could get to my desired career with the United Nations High Commissioner for Refugees.

During law school I took a number of classes on international law, participated in both the Immigration Legal Services and Lowenstein International Human Rights Clinics, and joined the Yale Journal of International Law and Yale's Human Rights and Development Law Journal. I also forewent the typical "Summer Associate" path and spent both of my summers in unpaid internships with human rights organizations. I spent my 1L summer in Buenos Aires, Argentina, where I interned for the Asociacion por los Derechos Civiles, a small but well-respected Argentine NGO, which is modeled after the ACLU. I split my 2L summer between the United Nations High Commissioner for Refugees' Regional Office for the United States and the Caribbean in Washington, DC and Yale's Linkages Program in Sao Paulo, Brazil.

But after spending my 3L year searching for jobs in international human rights and/or immigration law (in the United States), I ultimately accepted a clerkship on the Alaska Court of Appeals. After completing my clerkship, I finally got my break. I went to work for Prof. Lea Brilmayer in Asmara, Eritrea. I learned about this position through a former Alaska clerk, who was working in Asmara at the time. In this position, I took witness statements, gathered documentary evidence, drafted portions of Eritrea's written filings, and ultimately attended a damages hearing before the Eritrea-Ethiopia Claims Commission. While at the damages hearing in The Hague in April 2007, I learned about my current position at UNDP Sudan from a friend who is working for the International Criminal Court.

## **UNDP**

UNDP is the U.N.'s global development network, an organization advocating for change and connecting countries to knowledge, experience and resources to help people build a better life. UNDP is on the ground in 166 countries, working with them on their own solutions to global and national development challenges. In particular, UNDP helps countries to build and share solutions to the challenges of democratic governance, poverty reduction, crisis prevention and recovery, environment and energy, and HIV/AIDS. Within the area of democratic governance, UNDP Sudan has invested heavily in the rule of law sector. UNDP is currently promoting access to justice, human security, and law enforcement in Southern Sudan; the Three Protocol Areas (Abyei, South Kordofan State, and Blue Nile State); Darfur; Eastern Sudan; and in IDP camps in Khartoum. UNDP is also assisting the country in meeting the expectations of post-conflict Sudan by building the capacity of the National Judiciary and providing institutional support to the Judiciary of Southern Sudan and the Ministry of Legal Affairs and Constitutional Development in Southern Sudan.

## **Working for UNDP Sudan**

During my first six months in Sudan, I served as an (Associate) Programme Officer, working primarily on UNDP's Access to Justice project in the Three Protocol Areas. In this capacity, I spent the majority of my time managing the project budget; responding to donor requests; liaising between project staff in the field and operations staff in Khartoum; writing and editing progress reports for donors; participating in contract negotiations; attempting to solve problems that were caused before I arrived; and hiding from contractors who were demanding payment for construction work I knew nothing about.

My job has improved substantially since March 2008. I have been tasked with gathering information, including best practices and lessons learned, from UNDP's ongoing access to justice projects in northern Sudan. UNDP is currently implementing four access to justice projects in eight locations across northern Sudan. While quite similar on paper, these projects have failed to communicate with one another. In my current capacity, I spend approximately 50% of my time in the field, meeting with and interviewing UNDP colleagues, NGO and U.N. partners, and government and civil society counterparts and collecting knowledge products created and used by UNDP's offices in these various locations. I traveled to Juba, the capital of South Sudan; Blue Nile State; South Kordofan State; and all three Darfur states. I also visited UNDP's access to justice project in the IDP camps around Khartoum. Finally, I have been laying the groundwork for UNDP to conduct a systematic mapping of the traditional justice sector in northern Sudan.

I typically work between 40 and 50 hours a week but have worked up to 70. Although this schedule can easily accommodate a life outside of work, the question of balancing work with one's family or personal life can still be a complicated. Despite Khartoum's size, there is very little to do here, particularly given that Sharia law applies in northern Sudan.

Until July 2008, Khartoum was a family duty station for U.N. agencies while all other locations in Sudan were non-family duty stations. This meant, among other things, that U.N. staff could bring their spouses and children to Khartoum but not to other duty stations within the country. Staff in non-family duty stations received a week off for rest and recuperation every six to eight weeks in addition to their 30 days of annual leave. As of July 2008, Khartoum is also a non-family duty station. The implications for UNDP staff are not yet clear.

The best part of my job is undoubtedly that it allows me to travel extensively throughout Sudan and to experience first-hand the geographic and ethnic diversity of Africa's largest country. I've also had the pleasure of speaking with our program's beneficiaries and asking them how we can improve our program.

Unfortunately, I've found working at UNDP Sudan more frustrating than it is rewarding. Despite spending much of my time solving problems from the past, we've made little headway. High staff turnover, bureaucratic delays, and poor training make it difficult to accomplish our objectives. And internal politics often take precedence over UNDP Sudan's programs, the needs of the Sudanese people, and the goals of our donors. Note, however, that these criticisms refer specifically to UNDP Sudan and should not be understood to apply to other UNDP offices.

### **Advice**

Students interested in "Rule of Law" work, particularly with UNDP, should be aware that most substantive legal work is done by implementing partners, international consultants, and national lawyers. International program and project staff are mainly responsible for managing and coordinating these various actors.

I'm not sure what advice to give students regarding choice of classes and summer jobs. My fellow UNVs are a diverse group, but many had little or no international public interest law experience before coming here. In fact, several come from corporate law backgrounds. UNDP professional staff tend to have more experience in development work, but their career paths are far from uniform. Ultimately, getting into the U.N., either as a UNV or as staff, comes down to whom you know and whether or not you're in the right place at the right time. It is worth noting, however, that a number of UNDP staff have worked either for one of UNDP's implementing partners or one of its donors, such as USAID or its equivalents in other countries.

2008

### **UNITED NATIONS DEVELOPMENT PROGRAMME, Darfur, Sudan**

**Sandra Jaclyn Kiapi J.S.D. '08, LL.M. '04**

My career path is largely public interest work, with particular emphasis on International Human Rights Law. I started my career as a summer intern and research assistant at Human Rights and Peace Center (HURIPEC), while a student at Faculty of Law at Makerere University in Uganda. I graduated from the Law School with a First Class Degree (LLB), and proceeded to take the post graduate course in Legal Practice (Bar Course) which I finished in August 2003. By the time I completed the bar exams, I had been admitted to Yale Law School. At Yale Law School, I took various public interest courses including the Lowenstein International Human Rights Clinic, Public Order of the World Community, International Criminal Law, International Business Transactions, and International Courts and Tribunals. I also worked on the Yale Journal of International Law in which I wrote a book review.

At the end of the LLM year, I went to the Hague to work as a Law Clerk in the Investigation Division of the International Criminal Court (ICC). I worked on the situation in northern Uganda which was very familiar to me having worked on it for three years as a research assistant at HURIPEC, as well as for a paper during the LLM year. I wanted to pursue an academic career, so I left the ICC at the end of the three month internship and went back to Uganda with a plan of teaching in a law school. I was hired to teach part-time at Kampala International University (KIU), a new school with poor library facilities, unmotivated students, and no office space for Lecturers. I did most of the research at home, and had to provide the cases in advance to the students using my own resources. I taught Public International Law, and Introduction to Law at KIU for one semester. It was a frustrating time for me, though I enjoyed the teaching and research. At the same time, I got the opportunity to continue the work I had done in the Hague, when I was hired as a Human Rights Specialist Consultant by Human Rights Network-Uganda. I got the opportunity to design grant proposals, and a training manual for the training of trainers of the Domestic Implementation of the Rome Statute of the ICC.

In April 2005, I was hired as a United Nations (U.N.) human rights officer by the United Nations Development Program (UNDP) to be based in Darfur. By this time, I had been admitted to Yale for the Doctor of the Science of Law (JSD) Program under the direction of Professor Michael Reisman. I spent six months in Darfur as a thematic focal point on arbitrary detention, and detention abuses, as well as gender based violence in some cases. Thereafter, I returned to Yale to write my thesis on the Traditional Courts set up to deal with the 1994 genocide in Rwanda: Gacaca Jurisdictions. In the summer of 2006, I went to Rwanda and studied the functioning of the courts, and to interview some of the stakeholders in the process. I have since drafted all, but one chapter of my JSD dissertation. I hope to graduate later this year. While a JSD student, I carried out some voluntary work. I was one of the country specialists for Sudan for Amnesty International USA. I also worked as a volunteer for Victims Services Center of Montgomery County in Norristown, Pennsylvania.

My biggest challenge has been the fact that I have very few years of professional work experience, and a lot of academic qualifications: (LLB, LLM, JSD). If I had known better, I would have built on my professional work experience instead of studying continuously up to doctoral level. This is not to say that I do not have professional skills or I regret having studied up to doctoral level. I appreciate what I have, but sometimes, my lack of professional work experience works against me regardless of my rich public interest experience.

2008

**UNITED NATIONS; EXECUTIVE OFFICE OF THE SECRETARY-GENERAL  
(Speechwriting and Communications Unit), New York, NY  
Ali Ahsan '02**

A hot summer day in 2005 found me sulking at home after having missed a flight to Argentina the night before. As I pondered a day of vacation wasted, the phone rang. “What are you up to? We have an opening in the office and need to fill it urgently. Would you be interested in being considered?”

Thus began my career as a speechwriter to U.N. Secretary-General Kofi Annan. The call came out of the blue, but it was some five years in the making. During my first law school summer, thanks to a Yale summer funding grant I interned for the Secretary-General’s four speechwriters. That was in the period leading up to the 2000 Millennium Summit, and all of them had their hands full. I helped out by freeing them from some of the more “mundane” writing requirements—toasts, written messages, and brief remarks at routine events.

They liked what I did. At the end of the summer I was seen off with praise and warm wishes, but with no promises of employment. To the contrary, I was told that though they would love to hire me, given my age, relative inexperience and the arcane ways of the U.N. system, it simply wasn’t possible.

So I went back to law school, spending the following summer at a corporate law firm. After graduation, I started at Cleary Gottlieb Steen & Hamilton, the Manhattan law firm which I discovered to be a remarkably humane and genteel setting for an otherwise unforgiving career. For some three years I helped buy and sell corporations, all the while pondering the difficult transition from the corporate world to the public international one. Head-hunters called ceaselessly for investment banks, consulting, compliance or in-house legal position, but never for anything I really wanted to do. I heard that the Paul Volker Commission investigating the United Nations was hiring lawyers; applied, but never heard back. I was sounded out for a job at the Hague but nothing resulted. I was even a finalist for a Ford Foundation position, at which point they discovered I was foreign national lacking a green card, and thus disqualified.

And then, without warning, I got the call that changed everything. Had I caught the flight to Argentina the night before, I would have spent the next two weeks out of reach in the Patagonian wilderness. Instead, I had time to put together the materials requested and deliver them to the United Nations before my rescheduled trip.

I joined Kofi Annan's office in fall of 2005, replacing a speechwriter who was moving to another position. As one of four speechwriters, I wrote about the entire range of issues spanning the U.N. agenda. Individual speeches are written by individual speechwriters, but reviewed and commented on extensively by relevant advisors to the Secretary-General. Speechwriters also serve as officers in the Secretary-General's executive office, assisting on a range of other administrative tasks, such as taking notes at the Secretary-General's many meetings.

In January 2007, Kofi Annan handed over to Ban Ki-moon, who assumed office as U.N. Secretary-General. I was asked, and accepted, to continue in my position by the new administration.

Having served at the United Nations for some time now, I have a few insights for anyone interested in a position at the Organization. First, and foremost, knowledge of French is invaluable. For a number of positions, it is virtually a prerequisite. This is especially true for lawyers, since the Office for the High Commissioner for Human Rights and several other large agencies are situated in Francophile Geneva. Law school provides a perfect opportunity to use an elective to study it. And if you have the opportunity to joint JD and civil law degree as part of a four year programme (some schools have programme with the Sorbonne in Paris), consider it seriously if you would like to work on public international law.

In addition, the U.N. lacks a recruitment system anywhere near as efficient as most of corporate America. In that sense, seeking employment at the Organization requires patience and persistence. For most regular positions, internal candidates are preferred. Outsiders stand a better chance for field openings, or for short-term extra budgetary posts. Such positions are rarely advertised externally, and therefore contacting persons at the U.N. within your area of interest is crucial. Utilizing law school fellowships to work closely with U.N. agencies is another excellent way to gain insights into the system, and to make the kinds of contacts needed to learn about openings.

Finally, I would recommend taking the U.N. competitive exam, which is offered annually. It's only available for select nationalities and for select subject at any given time—I was never eligible—but the United States often is included. The process of selection is long, and can easily take over a year. But successful candidates, if placed, have immediate and permanent job security, unlike any other staff position within the U.N. system. It's the closest thing to academic tenure!

As for me, I'm now three years into my dream job; as the learning curve flattens out, I'm rediscovering the urge to do something new. I'm looking both within the U.N. as well as at things within the private sector that may help me in charting a career somewhere at the intersection of the public and the private spheres.

2008

**WORLD BANK, Washington, DC**  
**Andrea E. Stumpf '87**

I have been at the World Bank for four years and love my job as much today as when I began. After 8 years with Paris and New York law firms and 6 years as in-house counsel for telecom companies, the switch to international development work was not obvious. I had neither the contacts, nor the direct experience, but spent almost two years creating a network (with some help from YLS professors), publicizing my interest, watching for opportunities and studying the business. Perhaps I was lucky, but

when a fitting position came up, I was poised. I managed to persuade the hiring committee that my experience and skills (e.g., honed drafting abilities, strong transactional background and a business mindset) were a good fit for the Bank—and that has proved remarkably true. Then again, had I asked a career counselor how to work for the World Bank, they surely would not have sent me on such a circuitous route. Which goes to show that the straight path is not the only, or even best, way to get there. And it also goes to show that you can shift course along the way if you work at it.

I specialize in partnerships, assisting the World Bank in structuring and implementing its relationships with others in regional and global endeavors. With the rising importance of global public goods (like disease control, disaster management, carbon markets, addressing climate change, improving world trade), and the increasing drive for harmonization among development partners, this has been a growth field since the late 90's. Yet it remains a niche practice within the World Bank, particularly the Legal Department, and nothing like the usual loan work our operational lawyers do. Whereas the loan work is informed by decades of matured policy and prescribed formats, partnerships at the World Bank are sui generis, outside of any specific policy, and a thousand variations on the theme. That can be exasperating at times, but I would rather have some extra churn in exchange for whole greenfields of creativity and innovation. Which goes to show that institutions can merit a closer look for non-standard positions that may be more challenging and worthwhile than the usual work.

Global partnerships are not a field taught in law school, and I have been developing the practice as I go. I am more surprised than anyone that I am considered an “expert” in the area, but a deal-making attitude (think closure), structural perspectives, operational focus and out-of-the-box thinking—along with more and more partnership experiences in my repertoire—seem to have put me there. I am also surprised at how much value I can add to whatever partnership program is brought to my attention, but the combination of skills and perspectives I bring to the table are apparently not that common at the World Bank. Which goes to show that in the right setting on the right subjects, it is possible to make a difference simply by offering complementary skills and developing expertise through accretion.

The World Bank is an amazing place to work. No matter what I touch, no matter what I work on, I know it is an effort to alleviate poverty, improve world conditions and do good. That may sound corny, but after so many years chasing billable hours and being chased to meet sales commissions, this gives me the kind of job satisfaction that cannot be replaced by money or perks. This is also as multicultural a setting as one could ever imagine. Based in Washington, DC, with 2000 employees at headquarters and 10,000 worldwide, no more than 20% of the staff are American (I joined as a German) and the remainder are every color of the rainbow, every language of Babel, and every cultural nuance of every thinkable stereotype. The remarkable variety of names that congregate in a meeting room can be mind-blowing after a lifetime of Bobs and Susies. I thrive in this kind of environment and thank my lucky stars every day that my drive to work—that takes me closer and closer to the epicenter of Americana, the White House—suddenly veers off onto a little corner of international territory. Which goes to show that you can find amazing pockets of activity in unexpected places.

I have no intention of leaving the World Bank any time soon and may well end up as one of the many Bank careerists that stay for decades, all the while experiencing one career after another as they move from one position and location and subject area to another. I consider myself somewhat overworked because there is always more than I can do, but I can hardly complain with a schedule that lets me arrive at 10, leave at 5 and then pick up additional hours of work from home, all to accommodate a toddler as a single mom. There is not much else to my life beyond work and family, but I doubt I could find a comparable balance of engaging profession, career growth, stable employment, supportive schedule and good salary elsewhere. Which goes to show that different stages of life may require different balances, and it is important to find the right match.

My advice is to start a legal career with solid training in basic skills. You get out what you put in, and that may well mean a few indentured years working in a law firm that takes an active interest in mentoring young associates. That basis will then be an invaluable foundation for any other legal position. My own experience underscores the importance of learning to apply legal skills in a business context, even just as a matter of thinking operationally, and I would encourage that as a next step. But while all that is going on, remember what you really wanted to do and find a way to ultimately channel or shift your trajectory in that direction. You do not need 15 years prepping for the work you really want to do, as in my case, but as long as you are building solid skills in solid positions with solid experiences, the next step will likely be easier, not harder, and you will likely end up where you want. Which goes to show that there are many ways to get there, and it often depends on opportunities you snap up or create.

2008

**WORLD BANK, Washington, DC**  
**Salman M.A. Salman, J.S.D. '77; LL.M. '74**

I obtained my LLB from the University of Khartoum, in Sudan in 1973, and had an LLM and JSD from Yale Law School in 1974 and 1977, respectively. I taught law at the University of Khartoum and then moved as a Legal Office with the International Fund for Agricultural Development of the United Nations (IFAD) in Rome, Italy. After that I moved to joined the World Bank in Washington DC, where I held various positions in the Legal Department, starting with the position of Operational Lawyer for a number of countries. Currently I am a Lead Counsel and Water Law Adviser of the Bank.

My work as an operational lawyer involved participation as a full-fledged member of the Task Teams for a number of projects every year (typically 6 to 8 projects). The operational lawyer gives advice to the Team on both the Bank policies that are relevant to the project at hand, as well as the laws and regulations of the country where the project is to be implemented. The lawyer also drafts and leads the negotiations on the legal documents for the project. Thereafter he/she arranges for the signing and entry into force of the legal documents, and gives advice on the legal issues arising during implementation. The Bank undertakes operations in six regions, namely: Africa; East Asia; South Asia; Middle East and North Africa; Europe and Central Asia; and Latin America and the Caribbean. The Legal Department has a unit for each of those Regions. More about the World Bank can be found at: [www.worldbank.org](http://www.worldbank.org).

In addition to the Regional Operational Units, there are also the Advisory Units, consisting of Environment and International Law; Private Sector and Finance; and Legal and Judicial Reform. The work of those Units is to help the Operational Units with advice and guidance on any legal issues related to the specific Advisory Unit's mandate. Work in my Unit (Environment and International Law) involves various issues related to natural resources and international law. The Unit gives advice on environmental issues, including international environmental law as well as national legislation. We also work on natural resources issues including land law, forest law, mining law, and water law. Moreover, we give advice on various international law issues that are of relevance to the Bank work.

The Legal Department includes two other units working on finance and co-financing. The first one handles the legal work regarding the World Bank borrowing from the international money market and the investment portfolio. The co-financing unit handles the legal aspects of joint operational/ financial work with other lenders, as well as of managing trust funds placed with the Bank by other governments and donors. A unit of in-house counsel for the Bank handles the personnel and administrative matters as well as the relationship between management and the Executive Board.

As a member of the Environment and International Law Unit, I work specifically as the Bank adviser on water law. I handle a vast array of issues including giving advice on water legislation, water institutions, water environmental issues, international water treaties and conventions, international water disputes,

dam safety legislation, as well as water resources projects, particularly the application and interpretation of the World Bank Policy for Projects on International Waterways.

The work in the Legal Department of the World Bank is very diversified, interesting and challenging. The Legal Department currently has about 130 lawyers from over 80 countries, representing all the legal systems of the world, as well as most leading law schools. Entry to the Legal Department requires a minimum of an LLM in a relevant discipline such as international finance law, international law, development law, and some related experience. A second language such as French, Spanish or Arabic is usually quite helpful (and may actually be a requirement for certain positions). Entry to the Legal Department is typically through the Legal Associates Program. More about this program can be found at: by going to: [www.worldbank.org](http://www.worldbank.org) and selecting Topics, Law and Development and Legal Associates Program.

After spending one to two years at the World Bank, outstanding candidates of the Legal Associates Program are assigned to one of the operational, finance or advisory units, depending on their expertise. In addition, certain positions, with specific requirements are advertised in the Bank external website.  
2008

**WORLD INTELLECTUAL PROPERTY ORGANIZATION, Geneva, Switzerland**  
**Edward Kwakwa, J.S.D. '90; LL.M. '87**

I have been Legal Counsel at the World Intellectual Property Organization (WIPO) in Geneva since October 2004. WIPO is a Specialized Agency of the United Nations with a membership of 184 States. It was established in 1970 to promote the protection of intellectual property worldwide.

I obtained my LLB (first law degree) from the University of Ghana in 1984, earned an LLM from Queen's University in Canada in 1986, and earned another LLM and a JSD from Yale in 1990. From 1990 to 1993, I worked in the Washington, DC office of O'Melveny & Myers as an associate, practicing mostly international trade and corporate law. In 1993, I was lucky to receive a call from the Commission on Global Governance's General Secretary, informing me that they were interested in hiring "a young international lawyer." They had been given my name by one of their contacts at the United Nations in New York, and wanted to know if I was interested in being interviewed for the position. From 1993 to 1994, I took a leave of absence from O'Melveny & Myers to serve as international legal adviser at the commission in Geneva.

In 1994, I applied for a job with the Office of the United Nations High Commissioner for Refugees (UNHCR) in Geneva when I heard they were looking for someone with a public international law background. I joined the UNHCR as senior legal adviser. After two years of international refugee law, however, I decided to move to a more commercial area of international law, and that was what motivated me to apply for a vacancy notice that appeared at the World Trade Organization (WTO) in 1996. I worked at the WTO for only a few months before moving to WIPO. Since all these organizations are based in Geneva, the move from one organization to another was relatively smooth and painless.

My work at WIPO includes various aspects of a typical international administrative, constitutional and public international law practice. For example, because the Director General of WIPO acts as depositary to some 24 treaties in the field of intellectual property, I perform various depositary functions (e.g., receiving and processing instruments of accession and ratification, making determinations as to the acceptability of various reservations to treaties, etc). In addition, I am responsible for drafting and interpreting rules of procedure as well as administrative and final clauses for the various treaties adopted at WIPO's diplomatic conferences. I also represent the organization at the International Labor Organization's Administrative Tribunal, where staff members occasionally bring cases against the

Organization. This happens to be the least desirable aspect of my work, as I have to defend the Organization against colleagues and, in certain cases, friends. I am also responsible for the legal aspects of my Organization's relations with the Host State, Switzerland. This includes advising on the Headquarters Agreement and the privileges and immunities to which the Organization and its staff members are entitled. My work hours at WIPO have been generally more than the average in the United Nations system. In general, I work between 10 to 12 hour days.

In my view, students wishing to have a career in the field of public international law must take all the courses available in that area. In particular, the courses in world public order, international business transactions, international comparative law, international commercial arbitration and legal constraints on the foreign affairs power are indispensable. The importance of a second language cannot be overemphasized. I had to enroll in a crash course in French, as my knowledge of the language was elementary at best. Due to the international nature of the work, most international organizations require a working knowledge of at least two main languages.

One of the best decisions I took while in law school was joining the American Society of International Law (ASIL). I attended every annual meeting, served as Reporter at panel sessions for four years, and have since participated in different capacities at the annual meeting, including as a Panelist and as a Member of the Annual Meeting Organizing Committee. Attending and participating in the annual meetings of the ASIL opened up various opportunities, including meeting several of the pre-eminent scholars and practitioners in the field. It also enabled me to keep abreast with developments and discussions in the field. I served on the Executive Council of the ASIL from 2001 to 2004.

Another useful activity was publishing articles in law reviews, journals and elsewhere. While at Yale, I made sure to elect a paper option whenever possible, and I frequently finalized those papers and submitted them for publication. I believe this gave me an advantage over my colleagues who did not have any publications when we graduated.

I have immensely enjoyed working as a public international lawyer and I would gladly and wholeheartedly recommend a career in any field of international law. I had some frustrating moments during my tenure at the Office of the U.N. High Commissioner for Refugees. In particular, I was surprised to see the temerity with which governments seemed to violate the provisions of the principal international refugee conventions. My general impression is that international trade and investment/international business norms are more effectively enforced and more rigorously adhered to than are the norms in the international human rights/humanitarian law area. This should, of course, not be the sole criterion in determining the area of international law in which one would like to have a career.

2008

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## **2. Intergovernmental/Foreign Government Settings**

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### **KOROR STATE GOVERNMENT, Republic of Palau, Guam Antonio L. Cortes '89**

Beginning three years after graduating from Yale Law School, I was fortunate to spend a little over four years practicing public international law, as the General Legal Counsel for the Koror State Government, Republic of Palau.

In law school, I was somewhat interested in international matters, but not strongly so. I only took one international subject, but did volunteer to serve as a "big brother" to two LLM candidates, one from Chile and another, named Bud, who had served as the attorney general of a Micronesian state. Out of school, I

worked for a large law firm, then a second firm, but remained somewhat restless. About 3 p.m. each day, I closed my office door and read the “out of area” section in the employment classifieds of the San Francisco lawyer newspapers. When Koror State Government of the Republic of Palau placed an ad there, I went to the bookstore and read what I could find about that place. Finding much that attracted me, the next day I faxed my resume as the ad instructed, along with the best cover letter I could write. I also found everything the Stanford Law School had on the law there, and looked it over.

A month or so later, I was called by Koror State’s Executive Administrator, John Gibbons, who said he was in the area and asked if I could meet him for an interview the next day at 11. I said “yes.” I then took the rest of the day off, copied and studied the Palau Constitution, and started reading the only law review article I could find on that country. At the interview, which continued through lunch, Administrator Gibbons kept pretty quiet while the Palauan attorney who had accompanied him spoke with me of Palau, law, and such things. Then John asked the only question he had for me: Did I like swimming? I said “yes.” When I left they greeted the next interviewee. When I got home, there was a message on the answering machine offering me the job.

As appropriate with a major decision affecting my prospective employer and myself, I read more deeply about the Palau, visited it, and carefully considered my personal needs, as well as those of the State, before accepting the position. I located and spoke to Bud, who gave two pieces of good advice for those about to work as a public lawyer in a foreign, third-world jurisdiction. To those I add a third of my own: 1) don’t be attached to the notion that your new employers will follow your advice; 2) decide at the outset what to do if offered a briefcase full of cash; and 3) assiduously avoid acquiring personal power in a foreign jurisdiction, or the appearance that you have acquired it. It is better to maintain a modest, service-oriented approach, publicly and in your own mind, and to let the local officials under whom you work make the policy. I followed those rules at Koror State, to my advantage. No one ever did offer me that briefcase, but thanks to Bud, I was better prepared to offer emergency guidance when one of Koror’s officials came to me with such a problem.

Representing third world governments is interesting, at least, as well as useful and rewarding. I suspect many of the smaller of such governments could advantageously hire attorneys from the better law schools, with two to four years experience, who have a consciously-working mastery of the ethical rules. I had a very good experience with Koror State, and with hard work and a couple of contract renewals, was able to advantageously resolve some long-standing problems badly in need of resolution. For example, I successfully defended a challenge to the Koror Constitution’s constitutionality under the Palau Constitution; I obtained a final adjudication placing Palau’s famous Rock Islands under the jurisdiction of Koror State; and I forced a negotiated settlement of the Republic’s claim to Koror’s public land, by which Koror’s sole title was finally settled. I advised the three branches of the Koror Government during a governmental reorganization pursuant to an amendment to the State Constitution. I prepared legislation, and prepared and negotiated contracts between Koror State and entities in Guam, Palau, Australia, Thailand, and the Philippines.

In my view, the process of finding a position in international public law, with one exception, is just like finding employment with a U.S. law firm. When we really want a job enough, we do what it takes to get it. We write our best cover letter, we actually study for the interview, and the rest. The one exception is our natural hesitation to seek to work in, to live in, and to become part of a foreign society, one where we will necessarily be less powerful, more helpless, than in our own. This hesitation is just an internal obstacle. Once you decide to take the plunge, it is gone. As far as qualifications, if you are a graduate of a good law school with a few years experience, are prepared to habitually look to the ethical rules for guidance (in many situations there will be no other available guidance), and are prepared to be diligent in your duties to a small, third-world public entity, you should be able to do it much good. Those who find

such a path appealing might contact governmental entities in U.S. Territories and protectorates, such as those in Micronesia, Samoa, and the U.S. Virgin Islands.

2008

### **INTERNATIONAL CRIMINAL TRIBUNAL FOR THE FORMER YUGOSLAVIA, The Hague Alex Whiting '90**

From 2002 until 2007, I was a Trial Attorney and then a Senior Trial Attorney in the Prosecutor's office at the International Criminal Tribunal for the former Yugoslavia (ICTY) which is based in The Hague in The Netherlands. As a Senior Trial Attorney, I was in charge of the Prosecution team for each case that I was assigned to. The trials there lasted for a very long time, a year or more, and my job was to manage the case both in and out of court. Our trial teams were comprised of lawyers with various levels of experience, as well as military and historical experts.

The work at the ICTY was fascinating and at times very frustrating, but at the end of the day it was undeniably addictive. It was fascinating because the cases were all against high-level military and political leaders from the former Yugoslavia, and they were extremely complex and challenging. Our task was to prove, in a court of law, horrendous crimes that occurred many years ago, in a place that is far from where we worked, often against the wishes of current governments in the region. The ICTY brings together lawyers from all over the world and various legal traditions, and combines them into one legal process, not always very smoothly. But it is the exposure to different legal approaches and rules, and to other ways of trying criminal cases, that made the job so incredibly rewarding.

I have to say that the work was also frustrating because, as is the case with most international legal endeavors, we were chronically short of resources. Generally these long and difficult cases were tried by a relatively small group of prosecutors. In addition, unlike domestic prosecutors, we had limited powers to obtain evidence and compel witnesses, and so putting together the cases and trying them in court was a constant struggle, and the job demanded very long hours and many weekends.

The ICTY is at the moment just one of many places where the prosecution of international humanitarian law is occurring. There is also the criminal court for Rwanda (ICTR), the permanent international criminal court (ICC), the Special Court for Sierra Leone, the Iraq Special Tribunal, and a court in Cambodia that is in the process of being established. But aside from the ICC, all of these tribunals have finite lives and so the field of war crimes prosecutions will likely remain a narrow one. However, the attention on the broader field of international humanitarian law (which is developed and enforced through various means including war crimes prosecutions) is now higher than ever and will likely remain so for a long time, and there are numerous public interest and government organizations in this area.

Because the ICTY combines criminal law with international humanitarian law, lawyers tend to come to the ICTY with a background in one of these fields. In my case, I came to the ICTY as a criminal lawyer with really no international law experience at all. After I graduated from Yale Law School in 1990, I clerked for a year and then went into the Honors program of the Department of Justice where I was assigned to the Criminal Section of the Civil Rights Division. After three and a half years prosecuting police brutality and racial violence cases there, I became an Assistant U.S. Attorney in Boston where I prosecuted organized crime and public corruption for six and a half years before applying to the ICTY. It helped a lot that as a prosecutor in Boston I did some cases that had international aspects to them, but primarily it was my experience as a criminal prosecutor that got me the job.

So I came to the field of international law by a rather unusual route. Nonetheless, it is perhaps a reminder that it is important to develop core legal skills (whether in advocacy, negotiating, contracts, etc.) in addition to an expertise in international public law, because ultimately it is through those skills that you

will be able to make a contribution to the field. What I can see now though (and I say this knowing that I was a bit of an exception to this rule) is that the most important thing that a lawyer can do to get into the field of public international law, particularly when coming from the United States, is to get international law experience as early as possible. Take international law courses and get involved in international law journals or clinics if you can. Spend a summer in the field of public international law. If you are working in a domestic legal practice, look for opportunities to work on cases that involve international law, or look for ways to take a sabbatical to work for an international legal organization. When you apply for a job in the field of public international law, the first thing that they will look for is a demonstrated interest in, and commitment to, the field. So start early to look for opportunities to show and develop your interest.

Also, while it is true, as I said before, that it is important to develop your legal skills in whatever way you can, I also think that it is a good idea to get into the field of public international law, or at least public law, as soon as you can. The longer you work in private law, such as for a law firm, the harder it will be to make the transition into public international law. So don't necessarily do what I did. If you want to work in the field of public international law, my advice is to start as early as you can.

2008

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### **3. United States Government**

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#### **OFFICE OF THE U.S. TRADE REPRESENTATIVE, Washington, DC**

##### **Theodore R. Posner '94**

From the fall of 2002 until February 2008, I was an attorney in the Office of the United States Trade Representative (USTR). In February 2008, I joined the staff of the National Security Council as a Director for International Trade & Investment. I took a somewhat circuitous route to get here. More about that in a moment.

I graduated from YLS in 1994. At the time, I had an inkling that I wanted to pursue a career in international trade law, but was not sure of the best way to go about doing it. My interest was sparked mainly by a combination of two events in my third year. The first was an outstanding seminar on trade law and policy co-taught by Harold Koh and Josh Bolten (who was visiting YLS, having recently completed a stint as USTR General Counsel). The second was the experience of assisting Professor Michael Reisman in his capacity as a member of a bi-national panel convened under the U.S.-Canada Free Trade Agreement to examine the latest iteration of the U.S.-Canada softwood lumber dispute.

Following graduation, I clerked for Judge Wilfred Feinberg of the U.S. Court of Appeals for the 2nd Circuit and then went to work as an associate at Sidley & Austin, in Washington, DC. Sidley had a small trade law practice at the time (much different from the large and diverse trade practice it has today), which was trying to capitalize on the establishment of the World Trade Organization (WTO) to advise foreign governments and other clients on the law of the WTO. Sidley allowed me to explore both trade law and general litigation.

About one year into my time at Sidley, the partners who had established the trade law practice left the firm. I stayed on for an additional year, continuing to work in the general litigation area. I then decided to move to New York, practicing in the litigation group at a small firm there. What I discovered in New York was that I still had the itch to pursue my interest in international trade. From my perch in New York, I began to inquire into opportunities at USTR, Congress, the WTO, and elsewhere in the international trade world.

My inquiries paid off. In the spring of 1999, a friend who had just left private practice to work as trade counsel for the Democrats on the House Ways and Means Committee asked if I would be interested in serving as trade counsel to Rep. Sander Levin of Michigan who, at the beginning of the 106th Congress, had assumed the position of Ranking Member on the Trade Subcommittee of the Ways and Means Committee. I was indeed interested, Rep. Levin offered me the position, and I accepted.

This turned out to be the right place to be at the right time. The debate on China's entry into the WTO and whether the United States should extend permanent normal trade relations (PNTR) to China (by passing legislation to exclude China from the Jackson-Vanik Amendment to the Trade Act of 1974) was just beginning. Because Senators of both parties and House Republicans were largely supportive of PNTR for China, the key to achieving PNTR really focused on House Democrats. In my time with Rep. Levin, I had the privilege to work with the Administration, other Members of Congress, and the private sector to craft legislation that ultimately made it possible to extend PNTR to China. That was the highlight of my time in the House.

At the beginning of the 107th Congress, in 2001, an opportunity became available to join the staff of the Finance Committee in the Senate as trade counsel, and I moved into that post. Just as the House had been the focal point for the debate on PNTR for China, the Senate Finance Committee was the focal point for legislation to restore the President's so-called "fast track" authority to negotiate trade agreements. During my time at the Finance Committee, I was integrally involved in crafting the bill that became the Trade Act of 2002.

Shortly after passage of the Trade Act of 2002, I left the Hill to join USTR's Office of General Counsel. I moved from a political position to a civil service position. Some consider that unusual, in that the perceived trend is for people to move from civil service positions to political positions, rather than the other way around. For me, the move was entirely logical. I had been in the House at a key moment in trade policy making for that chamber and in the Senate at a key moment in trade policy making for that chamber. Following passage of the Trade Act of 2002, much of the action would turn to the Executive Branch. In particular, restoration of "fast track" authority kicked off a flurry of new free trade agreement negotiations.

In my time at USTR, I have worked on several free trade agreement negotiations. I was the lead lawyer for the negotiation the United States began with Malaysia in June 2006 as well as the lead lawyer for negotiations with Thailand. Negotiations occupied between 30 and 40 percent of my time at USTR. Another 40 percent was taken up by WTO dispute settlement. Each of the 20 to 25 lawyers at USTR is responsible for two to three WTO disputes at a time, in addition to his other negotiation and other responsibilities. WTO dispute settlement is a form of arbitration. Hearings are held before ad hoc, three-member panels in Geneva, Switzerland. The USTR lawyer responsible for a dispute manages every step of the process, beginning with consultations with the other party, to establishment of a panel, to brief writing and the conduct of oral advocacy before the panel, to an eventual appeal before the WTO Appellate Body.

In addition to trade agreement negotiations and dispute settlement, I was responsible for a variety of other general counseling type matters. These other matters occupied between 20 and 30 percent of my time. They included, for example, advising the USTR official who sits on the Committee on Foreign Investment in the United States, participating in inter-agency deliberation on investment-related matters, and drafting legislation and other elements of the "package" that is assembled in bringing trade agreements into force.

I am a big fan of each of the institutions at which I have worked. I am especially fond of USTR for several reasons. First, in terms of interesting work, it can't be beat. For any U.S. lawyer interested in

practicing in the area of international trade, USTR unquestionably is the place to be. This is not to say that a wonderful experience can't be had at other institutions (such as Capitol Hill, the Department of Commerce, or the U.S. International Trade Commission). However, USTR is at the center of every major trade debate, and the range of issues on which a lawyer can work is unparalleled.

Second, and relatedly, because USTR plays such a critical role in trade law and policy it attracts a very high caliber of personnel, including several YLS alumni. There are between 20 and 25 lawyers in our office. Most of them have come from private practice or other government agencies. Careful selection has resulted in a group that has stellar credentials and that is extraordinarily collegial. The feel of the office is very much that of a small, energetic law firm.

Third, because the office as a whole is relatively small for the federal government (only about 250 to 300 employees), the sense of collegiality is one that characterizes not just the general counsel's office but the entire agency. Not only do you get to know your own colleagues very well, you also get to know your client very well. In the federal government, it is rare for a lawyer to find him or herself in meetings with the agency head on a regular basis. It is not at all rare at USTR.

It was not easy to leave USTR in 2008. But, the opportunity to work on trade law and policy at the NSC was one I could not let pass. And, I am fortunate to continue to cross paths on an almost daily basis with my former USTR colleagues.

2008

**U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT, OFFICE OF GENERAL COUNSEL,  
Budapest, Hungary  
Tim C. Riedler '82**

I work as a Foreign Service lawyer for the U.S. Agency for International Development (USAID), Office of General Counsel (GC). USAID is affiliated with the Department of State and is the U.S. government agency that administers official foreign aid programs. USAID was created by President Kennedy in 1961 and currently operates in about 60 countries around the world, with headquarters in Washington, DC. Our programs focus on economic growth, democracy building, health and family planning, education, and humanitarian aid/disaster relief, among other things.

GC employs 60 lawyers, half working in Washington DC and the other half overseas. Lawyers overseas are in the Foreign Service and most of those working in Washington, DC are in the Civil Service. GC has lawyers posted in about 20 countries, with four multi-lawyer posts, mostly in Africa, and the rest single lawyer posts. The USAID "Mission" is usually co-located with the American Embassy.

I am currently serving as the Regional Legal Advisor in Budapest, Hungary, providing legal services for our aid programs in southeastern Europe (Albania, Bosnia, Bulgaria, Croatia, Kosovo, Macedonia, Montenegro, Romania and Serbia), as well as Cyprus, and regional programs managed out of Budapest. Prior to arrival in Budapest last year, I worked in Washington, DC for three years as the Assistant General Counsel for Europe & Eurasia and for Latin America & the Caribbean. Prior to that I was Regional Legal Advisor for four years each in Amman, Jordan; Jakarta, Indonesia; and Mbabane, Swaziland. I joined USAID in 1987 and served in the GC office in Washington, DC for two years before my first posting in Swaziland. Before joining USAID, I worked for Gibson Dunn & Crutcher and Graham & James in Los Angeles.

Most USAID lawyers overseas are regional, covering several countries (three or four is much more typical than the 10 countries I cover out of Budapest). We often spend from 15-30% of our time traveling to service our "client missions." Our "tours" in a post are generally four years, broken up by a two month

“home leave” in the middle, and usually an R&R the first and third years (except while in Budapest, where no R&R is deemed necessary). A typical USAID Mission in a country has 10 other American staff and 40 local staff.

Our basic role as lawyers for USAID is to help in the design and implementation of foreign aid projects, ensuring that this is done in accordance with U.S. law and USAID policy. Some USAID lawyers like to work as “development specialists” as much as lawyers per se, getting involved in the technical and programmatic details of the work. Although I work overseas, I only practice U.S. law. Occasionally I consult with a local lawyer when an important matter involving local law comes to me. I spend most of my time dealing with USAID policies (perhaps 1/3 of my time), basic U.S. legal principles (constitutional law, contract, tort, conflicts of interest, privacy rights, etc., for 1/3 of my time), and federal statutes (1/4 of my time). Clear thinking and common sense often count for as much as specific knowledge of law, given the variety of matters that I have to deal with. Careful analytic thinking of the type developed in law school, reading carefully, writing precisely, anticipating problems and spotting issues, advocating for USAID, and negotiating out issues with parties with divergent interests, are central elements of a Regional Legal Advisor’s job. Being the only U.S. Government lawyer at post, we often act as legal advisor, advocate and judge, with our clients not always certain which role we’re playing at a given time. This, together with our relative independence from Washington while in the field, gives Foreign Service lawyers considerable autonomy and power-to-influence.

Given the nature of our work, we do not recruit lawyers with any specific backgrounds in mind for the Foreign Service, though a typical recruit graduated from a top law school and comes from a law firm, with at least three or four years experience in transactional/corporate/commercial practice, or occasionally litigation or some other practice or legal field. We rarely recruit directly from law school, and require some practical experience in lawyering, beyond clerkships or academic work. Although overseas lawyers are in the Foreign Service, USAID lawyers, as is true with USAID employees generally, are not tested through the Foreign Service Examination. I would not recommend any particular “preparation” for this job, either in law school or practice, though we do often look to see if an individual has demonstrated an interest in social/development issues, has good social skills to work with a variety of people, and will thrive living in a developing country environment.

As some examples of recent work I’ve done, I am currently providing advice to our Mission in Serbia & Montenegro to prepare them for Montenegro’s new status as a country (e.g., identifying agreements that the new government in Montenegro will need to ratify for the benefit of the USAID program and how to adjust our programs and administrative arrangements to reflect that we will now be dealing with a new “host” government). I expect there will be similar issues soon with Kosovo as its “final status” will be determined soon. Kosovo may also benefit from a large infusion of additional aid money, so I will be advising the USAID/Kosovo Mission regarding how they can prudently plan and administer large projects to effectively spend the additional money. Contrary to popular conception, USAID rarely simply “gives” money to a host government, but rather programs the aid money for specific projects and disburses the funds itself. We will also be closing our aid programs in Bulgaria, Croatia and Romania in the next few years, as these countries “graduate” from USAID assistance, having joined the EU, so we have lots of legal questions to deal with regarding project termination, disposition of loan assets from microfinance and enterprise fund projects, ethics issues concerning job hunting and future employment for our local staff, and termination of property leases. The program in Cyprus generates unusual issues because of the fact that our program there focuses primarily on the “North”, which is not a country recognized by the United States, and yet requires coordination with an often hostile “South,” which is the official Government of Cyprus. Our program in Serbia is complicated by numerous legal sanctions against the Government of Serbia because of its unwillingness to cooperate fully with the Hague Tribunal for war crimes in the former Yugoslavia.

Some advantages of this kind of work compared to a U.S. law practice are: 1) we don't have to worry about billing hours or attracting clients; 2) there can be great job satisfaction in development work; 3) although our work is often intense and demanding, we are not usually expected to work nights or weekends, thus having a lot of time for family and other activities outside work; 4) spending your days with Americans "committed to development" at least at times can be more rewarding than negotiating with other lawyers; 5) living and traveling overseas is stimulating; and 6) although our salaries can't really compare to a U.S. private practice salary, they're adequate, and we have good benefits, such as free housing, generous leave (including both local and U.S. holidays, and six weeks home leave in the U.S. every other year), Embassy health units with free and capable medical care, travel costs paid yearly for home leave or R&R, and cost-of-living allowances, among others.

On the downside, this job is not a high profile, wealth-and-status kind of job. Opportunities for promotion within GC are also somewhat limited, at least if you want to remain a Foreign Service lawyer and stay overseas. USAID lawyers overseas are also a bit isolated from the U.S. legal community, which some may consider a disadvantage. Living overseas isn't for everyone, and has its hardships and deprivations, such as tap water you usually can't drink and substandard local medical care.

For the right person, this job can be as good as they come for a lawyer though.  
2008

**U.S. ENVIRONMENTAL PROTECTION AGENCY, OFFICE OF INTERNATIONAL AFFAIRS,  
Washington, DC  
Christopher C. Herman '73**

For starters, I should say I do policy, not lawyering; then I should add that the policy work I do is more effective because I've been a lawyer.

Since 1989 I've worked on 'finance and environment' policy issues in EPA's Office of International Affairs. The intersection of finance and environment at the international level is a particularly interesting one. The portfolio includes environmental issues arising from multilateral development bank (World Bank, etc.) investments; environmental governance issues arising as negotiators make rules for international investment, goods and services trade (World Trade Organization); and domestic and global market greening issues (green supply chains, ecolabels, voluntary standards, etc.)

Working in this area means lots of reading (reports), writing ("comments") and interacting, a.k.a., policy advocacy, at several levels: with colleagues to help shape office policy; with agency counterparts as government policy is shaped by whatever agency has the policy "lead"; occasionally with counterparts in other governments in organizations like the Organization for Economic Cooperation and Development (OECD).

Some examples: Did the World Bank adequately analyze the downstream impacts of a large dam proposed to be built in Laos to provide power to Thailand? Should the list of environmental goods proposed for tariff reductions in the World Trade Organization include insecticides? Should organic or other labels be considered barriers to trade? Does the notion of expropriation describe when compensation is required for an otherwise legitimate action of government or is it a sanction for illegitimate action?

As it happens, much of this work links to issues of development and poverty reduction—the relation of sound environmental governance to equitable, sustainable economic growth—which, in turn, links back to how environmental and economic change elsewhere will affect, possibly profoundly affect, the U.S. I've always felt fortunate to have a role, however small, in this game.

EPA's Office of International Affairs has about 80 professional and other staff organized into groups that manage environmental cooperation programs involving specific countries, e.g., China or India, and environmental technology initiatives, e.g., lead in gasoline, mercury, or water or do "policy" work involving various international organizations.

Post law-school, I spent six interesting (but my heart was elsewhere) years doing the lower Manhattan law firm thing, then ten years in EPA's Office of General Counsel with responsibility for aspects of the Clean Air Act, the Atomic Energy Act, and UMTRCA (you don't really need to know what that means). I've migrated around less than most and much less than some; and have fewer toys than many. I wish I could say I'd worked myself out of the job; truth is, however, there's more than enough work to keep another couple dozen policy-oriented LLDs busy.

2008

### **U.S. FOREIGN SERVICE, Chile, Bolivia and Colombia Curt Kamman, Yale College '59**

The career ladder for diplomats is slow by today's standards for aspiring young professionals. The apprenticeship is sometimes tedious, sometimes dangerous, but is best regarded as a necessary series of overseas and Washington jobs that prepare one for the highest responsibility and offer their own rewards in exotic surroundings and new intellectual challenges every few years. At least, that was my experience in a 40-year career that took me to Asia, Africa, the Soviet Union, and Latin America.

I entered the Foreign Service in 1960 via the competitive exam that results each year in winnowing a pool of 15-20,000 hopefuls to a batch of successful appointees numbering 200 to 300. I brought to the table an undergraduate degree in Russian area studies and strong language skills in Russian and Spanish. My only job experience was a year of college teaching and a summer working on the U.S. National Exhibition in Moscow (the site of the famous kitchen debate between Nixon and Khrushchev). Nowadays, a candidate would probably be expected to have an advanced degree and/or a couple years of work in the international affairs arena.

For the last nine years of my career, I was the American Ambassador in a succession of three countries—Chile, Bolivia and Colombia. Ambassadorial posts are rightly seen as the pinnacle of a successful career, since the Ambassador oversees all aspects of the U.S. government's activities in a given foreign country. I divided my time between managing the mission, informing Washington and seeking to shape its policies, and representing U.S. positions to the host country at levels ranging from President to ordinary citizens and media representatives. The working day for an Ambassador is usually eight to 10 hours in the office, frequently followed by one or more social events that build the personal relationships essential to do the job well.

At an earlier stage, I spent a lot of time tagging along with more senior officials, either taking notes or interpreting to and from Russian. This is how I got a feel for the dynamics of diplomacy, the process of advancing U.S. interests with one or more foreign countries. And I usually wrote up the conversation from my notes, thus helping to make sense of exchanges that were puzzling or unfocused. In other assignments, I worked from existing reports to produce analyses of a policy problem or a pattern of behavior by a foreign government. The common denominator for all of these tasks was the requirement to write quickly and lucidly, a skill that was honed with each job I held.

When I first arrived in Bolivia, I knew little about the narcotics problem, but I quickly learned. That knowledge was useful in my next assignment, Colombia, but I had to add to it an appreciation of the guerrilla violence that plagued the country.

Preparation for a diplomatic career should include an emphasis in course work on international relations, history, economics, and languages. Internships in one of the Washington foreign affairs agencies or overseas in an Embassy are valuable for trying out the foreign service environment, as well as boosting the prospects of making it through the competitive exam process. Peace Corps experience is highly regarded and is one of the best ways to learn to adapt to a foreign culture. A law or business degree provides a slight competitive edge, but most assignments in the Foreign Service do not draw heavily on the professional skills developed in law school or business school. Salaries are typical of government professional positions, i.e., not exciting but adequate. Overseas living is slightly more remunerative, since housing is provided and cost of living allowances compensate for costs exceeding those in Washington. Writing and foreign language skills are essential, but so are the people skills that build trust and facilitate teamwork in complex organizations. Knowledge of a specialized field or foreign culture is often important.

Would I do it again? Absolutely. I participated in events that made history, such as the negotiation of a strategic nuclear arms treaty with the Russians and the re-establishment of U.S. diplomatic relations with Albania after an absence of 50 years. I met some fascinating people—great ones like Kennedy, Khrushchev, Havel and Walesa, together with less palatable ones such as Castro and Pinochet. And my colleagues in the Foreign Service remain some of the most interesting people on the planet.  
2008

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#### **4. Nongovernmental Organizations**

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##### **EARTHRIGHTS INTERNATIONAL, Washington, DC Marco Simons '01**

When I applied to law school in the fall of 1997, I had one basic goal: I wanted to litigate human rights cases against multinational corporations. I had graduated from college earlier that year with an environmental science degree and an intense passion for international human rights issues, but without much sense of where that would take me. When I learned about the efforts of a few organizations to bring cases in U.S. courts against corporations involved in human rights and environmental abuses, I decided that I needed a law degree. Yale, with its longstanding emphasis on human rights, was a natural fit.

In law school, I made every effort to take advantage of Yale's resources to pursue my goals. From my first semester, I was involved in the Lowenstein Project, working with human rights organizations outside the Law School. I also joined the Lowenstein Clinic in my second semester, as soon as I was able. The connections that I made in the Lowenstein Project helped me to secure an internship my first summer with EarthRights International (ERI), in Thailand. ERI was doing the kind of work that I wanted to do: litigating cases against multinational corporations for human rights violations. The internship was unpaid, of course, and so I relied on Summer Public Interest Fellowships for living expenses and a Schell Fellowship for travel expenses.

I continued working with ERI throughout the following school year, and spent a few weeks interning with ERI in its Washington, DC, office during my second summer, before spending the rest of the summer interning with the Capital Habeas Unit of the Federal Defender Association in Philadelphia. At the end of my second summer, I began considering postgraduate opportunities. At that time, federal judicial clerkships had a nearly two-year lag time between applications and the clerkship year, and so when I began applying for clerkship positions in the fall of my third year I faced at least a year after graduation before the clerkship would begin. I also began looking into fellowships for my first postgraduate year.

Having worked with EarthRights International throughout law school, it was natural for me to pursue a fellowship with that organization. I applied for, and gratefully accepted, a Robert L. Bernstein International Human Rights Fellowship to work with ERI in Washington, DC, and Thailand. I believe that my past experience with the organization probably helped my fellowship application. I also was offered a clerkship with the Honorable Dorothy W. Nelson on the Ninth Circuit Court of Appeals, which would begin after my fellowship year.

During my fellowship year, I continued working on human rights litigation as well as other projects. I knew that, even after my clerkship year, ERI probably would not be able to hire me, so I took the opportunity to make connections with other groups that ERI works with: human rights organizations, environmental organizations, and private law firms that work on human rights and environmental cases. The fellowship was a fantastic experience.

I then moved on to the clerkship, in Pasadena, California. This was also a great experience, constantly intellectually stimulating. In my view, however, although a clerkship is a good addition to any education or career path, it is certainly not essential and probably did not make that much difference to my subsequent career opportunities. I would not trade my clerkship year for anything, but I probably would have continued on the same path even without it.

When I left my clerkship, I had no job lined up. (Earlier in the year I had been reassured that no Judge Nelson clerk had ever left the clerkship without a job, so perhaps I was the first.) Most of my fellow clerks moved on to law firms, often accepting offers that had been extended before they started their clerkships. Throughout the spring and summer of my clerkship, I took a more relaxed attitude—I reasoned that, outside the large law firm hiring process, most employers do not hire employees years or even months in advance, but hire people when they need them, so I did not feel the need to have a job waiting for me. After my clerkship, I talked with Hadsell & Stormer, a small plaintiffs' firm in Pasadena which was co-counseling several cases with EarthRights International, and began work with them not long after.

I spent most of the next year and a half with Hadsell & Stormer, working mostly on human rights cases but also on civil rights and employment litigation. I found that this was valuable experience; even though the firm was working on some of the same cases as ERI, the private lawyers did more of the discovery, deposition and trial work while ERI's lawyers focused more on legal issues, so I developed experience in different areas of litigation. (I also took one detour during this period, spending three months volunteering full-time for one of my law school classmate's congressional campaign. Although not directly related to my subsequent career path, this was a fascinating and rewarding experience, and I would encourage anyone to get involved in public service and electoral politics when possible.)

In the spring of 2005, EarthRights International was able to expand its legal program, and I was offered my current position as ERI's Legal Director in Washington, DC. This was a natural progression for me, returning to an organization that I had worked for and worked with for several years. I currently supervise two other attorneys, and work on human rights and environmental litigation as well as other legal projects.

It is undoubtedly difficult to find jobs in international human rights law, but I found that a demonstrated commitment to a particular area of law or a particular organization is very important. Breaking into the field can be difficult, so it is critical to start early—you can always go from a public interest job to a law firm, but it is much more difficult to transition to a human rights job if you spent your time in law school and your postgraduate years working for law firms (especially defense-side firms). Summer positions, clinical experience, and law school student activities, in addition to being great ways to develop lawyering skills, can all help to demonstrate a commitment to human rights or any other public interest

field. They can also help make connections with potential employers. Even if it is not possible to find a human rights job immediately out of law school, having already shown a commitment to this work and keeping in touch with relevant organization will greatly increase the chances of getting the ideal job in the future.

2008

**FUND FOR GLOBAL HUMAN RIGHTS; HUMAN RIGHTS WATCH, Washington, DC**  
**Regan Ralph '91**

After a stint working for a Legal Aid office documenting the working conditions of migrant farm workers on the Delmarva Peninsula in the Chesapeake Bay area, I decided to apply to law school. Never before had I seen so few people—three attorneys staffed the office, with the support of a handful of interns and two secretaries—have such a significant impact. As I learned during the summer spent searching for and traipsing through labor camps across three states, the law could be a powerful tool for social change. We documented abysmal living conditions, wage violations, restrictions on personal mobility and threats by crew bosses and farmers against the men and women picking tomatoes and melons and potatoes. The lawyers used this information in complaints to the Department of Labor and lawsuits in federal court that changed the working lives of thousands.

I arrived at Yale Law School with the primary goal of arming myself with the knowledge and skills needed in places where legal activism was a key component of promoting equality, human dignity and justice. My first summer internship at the NAACP Legal Defense and Education Fund (LDEF) provided mentors and invaluable experience in civil rights litigation. At the same time, that was the summer of 1989, when the Supreme Court handed down several decisions restricting the application of civil rights laws. All of the sudden, it seemed that bringing cases to court to pursue and defend peoples rights was a more limited strategy than I had envisioned. The LDEF summer associates often met to talk about alternative ways to challenge discrimination and other barriers to equality and justice. Some advocated community organizing; others, political office. No one talked about human rights and the international human rights framework. My next public interest undertaking, however, turned my attention to the rapidly developing international effort to challenge human rights abuses around the globe.

Thanks to the Lowenstein Human Rights Program at YLS, I started doing research and writing for Human Rights Watch during my second year of law school. My first big project was a survey of discriminatory laws and practices in several North African countries, completed as the organization was preparing to launch a new program on women's human rights. Along the way, I also learned about the innovative advocacy work being done by women's human rights activists in these countries. There was something creative and exciting about joining forces across national borders, cultures and other differences to identify shared outrages and aspirations and to mobilize in opposition to women's secondary status and the terrible toll that it takes on women's lives and on societies around the world.

A Women's Law and Public Policy Fellowship allowed me to join Human Rights Watch as a staff attorney after a one-year federal district court clerkship. There I documented violations of women's human rights—in Bosnia, Turkey, Kuwait—prepared reports making the case that women are protected by international human rights norms, and pressed governments for better behavior and increased protection. My responsibilities ranged from live television interviews, to visiting Turkish prisons, to arguing that the Refugee Convention definition of political persecution should be interpreted to allow the Canadian government to grant asylum to a woman fleeing Saudi Arabia's discriminatory policies (often violently enforced limiting women's education, work, and personal freedom). As removed from law school textbooks as these experiences might sound, there were many times that year that I drew from the

lessons learned at Yale, especially from the trial practice course and the prison clinic on how to question wily adversaries, how to build compelling and novel legal arguments, and how to gather and interpret evidence.

At the end of the fellowship year, I learned an important lesson about working in non-profits—you have to be willing to take risks and seize unexpected opportunities. That summer, a boutique law firm made me a tempting job offer. Human Rights Watch, on the other hand, could guarantee funding for my position only for three months. Both offers were appealing—albeit for different reasons—but I knew that I would be challenged and handed great responsibility as one of the few Human Rights Watch staff members focused on women’s human rights.

Then I spent nine years at Human Rights Watch helping to build and ultimately directing its Women’s Rights Division. My job description changed every few years—from staff attorney to Washington director, to executive director—because women’s human rights issues were attracting unprecedented attention and resources and because the organization was growing and bringing in new staff. I was lucky. As international human rights groups have gained visibility and garnered support, they have evolved into highly professional outfits that hire primarily those with significant academic and experiential credentials. I doubt that I would be hired by a group like Human Rights Watch today with the skills I had in 1992. On the other hand, there are more organizations and thus job opportunities in the international human rights field today. And, there are ways to build toward a career in international human rights work—develop fluency in languages other than English, study or work outside the United States (preferably on human rights issues, but international experience of any kind is better than none), take advantage of fellowships to learn the field and develop relationships with potential colleagues, be a part of the fundraising effort at any organization with which you work or volunteer, and participate in the human rights clinical program.

In 2002, a group of American and European funders asked me to build a new organization—the Fund for Global Human Rights—to deliver resources to human rights groups around the world. The Fund for Global Human Rights is founded on the belief that securing the most basic freedoms for people worldwide requires front-line organizations challenging human rights abuses wherever they occur. To this end, the Fund raises funds and distributes them to human rights organizations in places with great need and minimal access to funding. The Fund acts as a bridge between on-the-ground human rights defenders working in extremely volatile or repressive environments, and donors who have the resources to sustain this critical work. Employing a nimble, strategic approach to grant-making, the Fund provides a cost-efficient way for foundations to deliver resources to small and/or emerging human rights groups. It also offers a point of entry for individual donors to support the global human rights struggle, secure in the knowledge that the screening and administration of grants will be the responsibility of the Fund. The Fund operates currently in five sub-regions of the world, encompassing fourteen countries. Since 2003, the Fund has awarded over \$10 million in grants to almost 200 on-the-ground human rights groups in Latin America (Guatemala, Mexico, Colombia), West Africa (Liberia, Sierra Leone, Guinea), South Asia (Bangladesh, India Pakistan), North Africa (Morocco, Tunisia, Algeria), and the African Great Lakes region (Uganda, Burundi and the Democratic Republic of the Congo).

When faced with a visa application or other document demanding to know my profession, I admit to being perplexed. Am I an attorney? The CEO of a public foundation? A human rights activist? My position requires that I be all of these things. I manage a growing international staff, raise money to support the organization and its grantees, and develop strategic grant-making programs designed to strengthen human rights movements and improve human rights conditions around the world. There is no typical day in a job like this one (a plus in my book) but my job includes editing, planning for organizational and programmatic growth, consulting with human rights activists, staying current with human rights developments around the globe, troubleshooting for grantees in crisis, monitoring the Funds activities and publications to ensure that they comply with relevant laws and regulations, preparing

budgets and income projections, public speaking, and working with an international board of human rights activists and funders to build the organization and the resources that fuel growth. During my law school years, I never envisioned being in a job quite like this one, but I cannot imagine a greater or more satisfying challenge than launching a new organization that provides an essential tool in the global fight for human rights. The work is demanding, but the hours are flexible when they need to be, and the colleagues are always inspiring.

2008

**GENOCIDE WATCH; STATE DEPARTMENT FOREIGN SERVICE, McLean, VA  
Gregory H. Stanton '82**

At times you may feel intimidated, because you are taking a less traditional path than your colleagues or because the jobs you seek are not well recognized among your family or friends. During those hard moments, seek out students and professors in similar positions. It is very likely that they have experienced the same fears and hesitations. But while you can get good advice from mentors, the ultimate decision is yours. At that time, evaluate whether your choice is compatible with your values and convictions. Make sure you are being true to the person you were when you came to law school and the person you aspire to be after you receive your degree.

During my first year at Yale Law School, Church World Service called me to become Field Director of its relief program in Cambodia. My roommate from Oberlin College was then the organization's program director in New York and he knew that I had been a Peace Corps Volunteer and had just spent a year in India. I landed in Phnom Penh in June 1980. As I walked through the mass graves and talked with the survivors, I realized that the Khmer Rouge had violated every international humanitarian law on the books, including the Genocide Convention. I had studied with Professor Reisman in law school, and knew that law wasn't law without authoritative decision, and compliance or enforcement. But the Khmer Rouge had gotten away with murder. There was no political will to capture them in Thailand, and no international court to try them.

Such impunity would only allow the Khmer Rouge to plague Cambodia for years to come. But there was a narrow opening for civil justice, the International Court of Justice. The Khmer Rouge no longer controlled Cambodia because of Vietnam's intervention, so evidence could be gathered against them. If a case were taken against Cambodia to the World Court for violation of the Genocide Convention, the Khmer Rouge would have to respond, because they still held Cambodia's seat in the United Nations. When I came back to Yale, I founded the Cambodian Genocide Project in order to gather the evidence to make that case possible. I thus began my career in public international law while still a student at Yale Law School. And I found my calling: the prevention and punishment of genocide.

When I started law school, my career objective was to teach international human rights law. Thus, after a judicial clerkship and two fruitless years with a corporate law firm (yes, I too, was seduced,) I became a law professor at Washington and Lee University. Law teaching is a good platform for working on international human rights law because it offers both financial security and freedom. However, demands of teaching and publishing and the location of most schools away from policy-making centers greatly limit the academician's ability to create institutions or shape policy. I did get the Cambodian Genocide Project sponsored by a Human Rights Committee of the American Bar Association that I chaired and got funding to gather evidence in Cambodia one summer funded by the Law School's research center and the U.S. Institute of Peace. But when it came to finding a government to take the case to the World Court, those of us working on the case struck out. I learned a crucial lesson: human rights are not lost because of the absence of law, but because of the lack of political will to enforce it. We needed to change the political will of crucial nations, notably the United States, which opposed pursuing the case because it might legitimize the Vietnamese-backed government in Phnom Penh.

A group of us set out to change the political will of the U.S. government. Prof. Ben Kiernan, Dr. Craig Etcheson, and many others formed a coalition called the Campaign to Oppose the Return of the Khmer Rouge, and I co-chaired its Justice Committee, which worked with Senator Robb to pass the Cambodian Genocide Justice Act. That act declared it to be U.S. policy to prosecute the Khmer Rouge leaders and mandated the opening of an Office of Cambodian Genocide Investigations in the State Department. By 1994, I had taken the Foreign Service examination and joined the State Department; I was assigned to the steering committee for the Office of Cambodian Genocide Investigations. We moved U.S. policy to support creation of a tribunal to try the Khmer Rouge. A joint United Nations/Cambodian tribunal began work this year. Ideas that change the world often take many years to come to fruition. Never hesitate to plant the seeds.

I joined the U.S. State Department because I wanted to build international human rights institutions. I was fortunate that my assignments allowed me to do that. The Director General of the Foreign Service jumped me several grades to positions of responsibility. Most junior Foreign Service Officers would not have been so lucky. I arrived in Washington after my initial consular assignment (Bangkok) at the end of the Rwandan genocide. The Director General assigned me to be coordinator for U.S. policy for Africa in the United Nations Security Council. I was immediately lent to the U.N. Commission of Experts that investigated the Rwandan genocide, and helped write their report, which recommended establishing the Rwanda Tribunal. Back at the State Department, I then drafted the U.N. Security Council Resolutions that created that tribunal, and became the U.S. liaison and troubleshooter during its difficult start-up. I also initiated and wrote the resolutions that created the Burundi Commission of Inquiry and the U.N. Commission on Arms Flows in Central Africa. These were all institutional contributions to the punishment and prevention of genocide.

It became clear, however, that more lasting institutions are necessary to prevent genocide. What is needed is creation of an effective early warning system for the U.N. Security Council, a standing U.N. Rapid Deployment Force that can intervene to prevent or stop genocide, and an International Criminal Court. The U.S. government stood opposed to a U.N. force and to the International Criminal Court. I left the State Department to become coordinator of the Washington Working Group on the International Criminal Court. We built a coalition of over 20 human rights, legal, veterans, and religious organizations that successfully lobbied the Clinton administration to sign the ICC treaty.

In 1998, I founded Genocide Watch in order to build an international coalition of groups to fight genocide. At the Hague Appeal for Peace in 1999, The International Campaign to End Genocide was founded with Genocide Watch as its coordinator. Since then we have grown to 30 member organizations in 11 countries, including such heavyweights as The International Crisis Group, the Minority Rights Group, Survival International, and the Aegis Trust. We proposed and lobbied successfully for the creation of the position of Special Adviser to the U.N. Secretary General for Prevention of Genocide. We have campaigned to stop or prevent many genocidal situations from becoming worse, including East Timor where we were instrumental in getting intervention; Ethiopia, where we prevented further genocide against the Anuak people, and many other behind the scenes campaigns. We have also completed the work of the Cambodian Genocide Project, which has resulted in the formation of the Khmer Rouge Tribunal, for which I wrote the first drafts of the rules of procedure and evidence and worked with the rules committee up to their adoption.

We are now launching several new initiatives, including the Alliance to Abolish Genocide, an interreligious alliance to appeal to faith communities to take action against genocide, which Genocide Watch is leading along with the National Council of Churches and the Centers for Conflict Analysis and Resolution at Columbia and George Mason Universities. We are also working with the Swiss Peace Foundation on a long term early warning project to assist the U.N. Special Adviser.

I have returned to academia to earn my living as the James Farmer Professor in Human Rights at the University of Mary Washington in Fredericksburg, Virginia. In 2007, I became President of the International Association of Genocide Scholars.

I have this advice for those considering the calling of international law: never underestimate your own ideas. The world is governed by men with smaller ideas than your own. Yours may change the world.  
2007

**HUMAN RIGHTS WATCH, Burundi/Uganda, Africa**  
**Maria Burnett '05**

I am currently a researcher in Uganda for Human Rights Watch but had been working in Burundi for over two years. As the only international human rights non-profit in the country here, I document various violations of international humanitarian and human rights law, write reports, and then lobby donor countries and the government for change. The work involves spending a great deal of time in the countryside, interviewing victims, prisoners, local government and judicial officials, and others about what kinds of human rights violations persist and what can be done to resolve them. I take testimonies, study relevant Burundian and international legal norms, and try to propose legal and policy reforms which will improve the situation. I then present our research to the national government but also travel internationally, conducting official briefings in Europe, Africa, and the U.S. about the human rights situation in Burundi.

I first came to Africa after college to work on low-income housing projects in South Africa. I then did some freelance journalism, completed a master's degree in architecture, and traveled throughout West Africa. I spent a year working in the New York headquarters of Human Rights Watch in the Africa Division, which provided a very good background for my work here and introduced me to a network of like-minded people. During law school, I was very active in human rights work, as Student Director of the Schell Center in my second year and the Lowenstein Clinic in my third year. I spent both law school summers as a Kirby-Simon fellow, first working in London on corporate accountability for human rights violations, and then in the Federated States of Micronesia drafting legislation to combat human trafficking.

The work in Burundi presents many challenges, both intellectual and logistical, but it is by far the most rewarding job I have ever had. I often work very long hours, and rarely have a predictable schedule. I find it requires tremendous time-management skills and a willingness to get your hands dirty, literally and figuratively. I don't sit in an air conditioned office with high-speed Internet access. I spend a lot of time in difficult places—refugee camps, transit camps, prisons, under-funded hospitals and clinics filled with sick and dying people. I have seen dead bodies and tortured bodies and had to take photographs, document the situation, interview witnesses, comfort family members and keep a level head to get the work done. I am often pulled in many directions, trying to balance requests from journalists and donors, meetings with U.N. officials, and research concerns far from the capital. I also don't have much support staff so often I have to search for petrol for the car which can be scarce here, find oil for the generator and meet with high-ranking government officials, all in the same day.

It can be very frustrating to see how slow positive change happens in a place like this. I am sometimes pushing for justice for crimes that happened decades ago. When I documented a massacre of civilians last year, I felt that there was a good chance that the perpetrators would be arrested, but I was wrong. Over a year later, those responsible are still at large and holding good positions in the security forces. Frequently, I have to discuss current human rights challenges with people who I am quite certain are guilty of human rights violations themselves. It can be difficult not to become pessimistic when there is so little progress

and I find myself repeating the same facts and recommendations. I have had to learn to enjoy the successes no matter how minor they are and find comfort in knowing that at least the facts are getting into the public domain.

It was essential for my current job that I possessed a good knowledge of Africa, remained in touch with previous employers, and kept them aware of my interests and activities. I also think that it is crucial to have a working knowledge of a few languages if you want to do human rights work. My law school knowledge is obviously important, but I am working in a very different legal system, and need to understand technical legal terminology in this new system. (A comparative law class would have been helpful!) Language skills for both research and advocacy are absolutely essential.

It is important to remember that the non-profit world, especially internationally, works on a much faster timeline than the law firms and government jobs in the U.S., but starts much later. When everyone else is applying to clerkships and law firms, you have to just wait and network and be patient. I didn't get my job offer until the end of April, just before graduation, and my start date was actually before graduation. So, be patient and be confident that it will work out in the end, even though it is hard when everyone around you has had plans in place for months, if not years!

2008

**HUMAN RIGHTS WATCH, New York, NY**  
**Kenneth Roth '80**

In the eyes of most people, I am no longer a practicing lawyer. I rarely litigate a case, advise a client, or craft a deal. Yet, in my view, my job as executive director of Human Rights Watch, the international monitoring and advocacy organization, involves me deeply in the practice of law. Admittedly, I operate in a very different domain from a traditional courtroom lawyer, but my professional life today has many parallels to my earlier practice as a litigator and prosecutor.

Human Rights Watch combats human rights violations in some 80 countries worldwide. We conduct on-site investigations of abuses, expose them to public scrutiny, and generate economic, diplomatic, and public pressure to curtail them. Different as these steps may sound, each corresponds to a stage of litigation. We collect the facts of a case, although this is more likely to be done by interviewing witnesses in repressive societies or abusive war zones than by conducting depositions or requesting documents. We analyze those facts under applicable law, although our briefs tend to be published reports, and the law is usually found in international treaties rather than domestic statute books. And we engage in oral argument, although our courtroom is typically a press conference, congressional hearing, or U.N. conference room, and our jury is the court of public opinion.

Indeed, as law schools are only beginning to realize, the human rights movement has developed a new legal method, but one that does not rely upon the courts. When there is an independent judiciary and the rule of law, traditional litigation works well enough to protect basic rights. But in most countries where Human Rights Watch works, there is no adequately functioning judicial system. The human rights movement thus has had to develop an extrajudicial method to protect rights. By stigmatizing abusive governments in the press, and convincing other influential governments to withhold certain forms of aid or trade benefits, we exert pressure on the executive and legislative branches of abusive governments to curtail their human rights transgressions.

Compliance with this pressure-based approach is hardly as sure-fire as the response to a judicial order in a democracy, but this methodology is often quite effective in mitigating human rights violations.

Of course, there are important differences between my “litigation” and that of most practitioners. It is not enough for me to convince a particular judge or jury of the merits of my case; I must move an entire government. Often that means figuring out how the press will cover an issue, how the public will react, and how other influential governments and institutions will respond. Instead of looking to the law books for precedents, I must look to the past conduct of governments and international organizations. In conducting an investigation, the usual difficulty of communicating with witnesses is only compounded by cultural and linguistic divides. And the frustrations of dealing with an obstructionist adversary in classic litigation cannot compare with—to cite just a few of my experiences—being tailed by a dozen surveillance agents through the streets of Havana, detained at gunpoint by an army patrol on a remote hillside in Rwanda, or ducking gunfire by Haitian troops in Port-au-Prince.

Some parts of my job are also similar to the non-courtroom aspects of a traditional legal practice. Like a senior partner at a law firm, I must ensure that my staff is well trained and meets high standards of performance, and that the organization is well managed. I even have to worry about “rainmaking,” but instead of drumming up business I need to raise the organization’s \$45 million annual budget—a task which, to my surprise, I find I often enjoy, because of the accomplished and intelligent people I meet in the process, and the sense of fulfillment I secure from building an effective organization.

Like many people who move into management positions, I sometimes long for the days when I could be on the front line of my profession, rather than sending others to do the most exciting work. When I started at Human Rights Watch 21 years ago, I regularly undertook investigations myself. It was exhilarating to enter a repressive country, outfox the government as it sought to keep me away from key sources of information, and meet the remarkably courageous and dedicated people who lead local human rights or democratic movements. I conducted investigations in such places as Kuwait just after the Gulf War; Cambodia and Albania, as their closed and secretive regimes were beginning to open up; Haiti, El Salvador and Guatemala in the midst of armed conflict or civil strife; Rwanda after the genocide; and many more.

Today, as the growing professionalism of the human rights movement demands lengthier investigations, and as my responsibilities at headquarters in New York make it increasingly difficult to get away for long periods, I find myself involved in fewer investigations. More often, I travel to hold press conferences, to meet with government officials, or (necessary task that it is) to raise money. But this representational role also has its share of rewards and challenges.

People often ask me how I got started in the human rights field. I point to various formative aspects of my life. One was certainly my father, whose stories of growing up in and fleeing Nazi Germany left me with a keen appreciation of the evil that governments can cause and the importance of building a strong legal system for protecting human rights as a restraint against such atrocities. My international orientation came in part from having lived briefly abroad and in part because I came of age at a time when many of the biggest domestic civil rights battles seemed to have been waged and won, while the international human rights movement was in its infancy, with many of the big battles still to be fought. But above all, as a child of the 1960s, I sought a profession that accorded with my basic values and would allow me to do something in which I believe. I thus feel tremendously fortunate to have found a job that fits so perfectly with my values, that consistently challenges me intellectually and personally, and that leaves me feeling that work is a natural extension of my life and aspirations rather than a necessary diversion.

Still, it was hardly easy getting into the human rights field, let alone into my current position. I owe a lot to lucky breaks, though there was a certain calculation behind the luck. My first stab was hardly auspicious: each of my three years at Yale Law School I tried to sign up for the one human rights course offered, and each year it was canceled. I thus left law school without any formal human rights training. I didn’t let this daunt me, though. One of the first things I did upon finishing a federal judicial clerkship

and joining the New York law firm of Paul, Weiss, Rifkind, Wharton & Garrison was to begin volunteering to do human rights work on a pro bono basis. My first task was simply representing a young Haitian man seeking asylum. That got my foot in the door. When martial law broke out in Poland several months later, I was handed the task, still as a volunteer, of monitoring and reporting on human rights conditions. I continued following events in Poland, traveled there, and wrote a major report about it, as I left Paul, Weiss for the U.S. Attorney's Office for the Southern District of New York. Serving as a prosecutor and ultimately chief criminal appellate attorney in the Southern District (I also had a brief stint in Washington on the Iran-Contra investigation); my human rights work took up many evenings and weekends. But I hardly looked at this as a sacrifice, because this work so thoroughly captivated me.

However, the human rights movement was small at the time, and job prospects were poor. It wasn't until nearly seven years into my legal career that I received a phone call asking whether I might be interested in applying for the new position of deputy director that was opening up at Human Rights Watch. This offer would never have come my way had I simply applied cold from the outside. But, by volunteering and staying involved, I became known within the human rights movement and, perhaps most important, my judgment and skills came to be trusted.

Needless to say, I grabbed the opportunity, although many of my colleagues at the U.S. Attorney's Office, as they moved to partnerships in major law firms, were skeptical. There certainly was some risk involved: Human Rights Watch was a tiny organization at the time, and while it kindly offered to match my salary at the U.S. Attorney's Office, this was considerably less than I could have been making at a law firm. But instinctively I felt that the job would be right for me, and I was far more excited about it than about following the more traditional career paths of my colleagues.

Today, after more than two decades at Human Rights Watch, I still have not seen anything else that I would rather be doing. It is a privilege to be able to choose my cause rather than having it dictated by random clients. It is endlessly challenging to provide the intellectual leadership in figuring out how to keep human rights issues alive in the public's consciousness while outwitting governments and their many excuses for violating human rights. And it is deeply satisfying knowing that I am making a difference—that without the vigilance of Human Rights Watch, without the pressure that we generate governments worldwide would indulge far more often their temptation to violate human rights.

I suspect that I also obtain many of the same satisfactions from my job as a business leader does from running a thriving company. In the 15 years that I have headed the organization, I have watched it grow nearly six-fold in size and become a truly global organization. As the organization expands—it now has more than 270 employees—I take pride in attracting a stunningly talented and dedicated staff, including an influx each year of some of the top students from this country's major law schools, and in helping to create an environment that is intellectually alive and a fertile ground for innovation and professional growth.

How does one enter the human rights field today? It isn't easy, but there are more opportunities than when I started. With the range of internships now offered by major law schools, it is often possible to spend a summer or semester working overseas for a local human rights group. Learning foreign languages, spending time in the developing world, and honing investigative and writing skills can help set a job applicant apart from the others. Human Rights Watch also offers unpaid summer internships as well as one-year, paid fellowships for recent law school graduates. The fellowships enable recipients to work as full-time members of our staff, with their own investigative, advocacy and writing responsibilities. Many of these fellows go on to join the organization's permanent staff. Obtaining a job at Human Rights Watch still isn't easy—indeed; the competition can be intense—but as the movement grows in

importance and size, career opportunities do exist for increasing numbers. Much as I found when I got started, the best route is simply to find a way, as a volunteer, intern or otherwise, to begin doing the work.  
2008

**INTERNATIONAL CENTER FOR NOT-FOR-PROFIT LAW; LEGAL ADVISER TO THE  
CZECHOSLOVAK PARLIAMENT, Washington, DC  
Douglas Rutzen '90**

Yugoslav Air Transport had performed admirably. It was January 1990, and three third year Yale Law Students (Kent Sinclair, Carlos Sanchez, and myself) had landed safely in Prague. Using Esperanto pointing, we managed to procure a greasy chicken and three beers at a local workers' cafeteria. But that wasn't the entire reason we decided to skip classes and take a vacation in Eastern Europe. We also wanted to meet Czechs and learn more about the "Velvet Revolution." But who would want to talk to dull, boring American law students? The answer was obvious—other dull, boring law students. So, immediately after our inaugural meal, we ran over to the Charles University Faculty of Law. And that was the beginning of my career in international not-for-profit law.

We were lucky to meet leaders of the Velvet Revolution's Student Strike Committee, who were playing ping pong in the basement of the law school. We were extremely impressed by these student leaders and asked how we could help with the transformation in Czechoslovakia. They requested that we send U.S. legal texts, which we did upon our return to Yale. Several weeks later, they contacted us saying that they received the books, and now needed someone to teach the material. Not knowing any better, Kent Sinclair and I volunteered to teach during the fall semester of 1990.

Yale Law School was tremendously supportive. We received help from several members of the administration and faculty in developing our syllabi, polishing grant applications, and finding additional funding to buy more law books and cover our living expenses.

Among other courses, we taught legal theory, international law, and select topics of international law. Many of the communist-era professors did not welcome our presence, and they imposed barriers to our teaching. The Dean of the Law Faculty (who was a sociologist, not a lawyer) firmly supported us, stating that our presence was good for the law faculty. He consoled us by comparing our fate to that of ambassadors in olden times and far away places, stating "at least they haven't threatened to decapitate you."

After returning from Prague, I went to work at Coudert Brothers in Washington. About one year later, one of my former students called from Prague. He had been elected to the Czechoslovak Parliament. Since he was young and relatively "unadulterated" by the past, he was asked to work on some of the government's leading legislative priorities. He needed help, and asked if I would serve as a Legal Adviser to the Czechoslovak Parliament. I accepted and subsequently provided technical assistance on a variety of laws, including the Law on the Ombudsperson, legislation government privatization funds, and legislation governing not-for-profit organizations. I also volunteered to serve as the American Bar Association Central and East European Law Initiative Liaison to the Czech Republic (ABA CEELI).

During this work, I became particularly interested in the legal framework for not-for-profit organizations. Countries throughout the region were going through a renaissance of community, unshackling civil society from restrictive communist period legislation that was burdening citizen participation and democratic development. After elections in 1992 leading to Czechoslovakia's division, I returned to Coudert and thoroughly enjoyed the work. But I remained interested in not-for-profit law. Unfortunately, no organization was doing this work internationally, but in 1994, the International Center for Not-for-Profit Law (ICNL) received its first grant, and I joined them immediately as the director for Legal Affairs.

I now have the privilege of serving as ICNL's President and CEO. Among other duties, I work with government officials, parliamentarians, judges, and representatives of not-for-profit organizations to draft legislation governing the not-for-profit sector in countries around the world. We have now provided assistance to over 100 countries. I also teach international civil society law at the University of Pennsylvania Law School with Adam Kolker (YLS '89).

Approximately 50% of my time is spent providing technical assistance, organizing training programs, and implementing projects. The remainder of my time is spent managing staff, dealing with organizational issues, and fundraising. The work is quite intense, particularly when I am traveling. When I'm in the United States, however, I typically leave the office by 6 p.m. Even though I travel about 20% of the time, I think I spend more time with my family than I did when I was working in private practice.

My work at ICNL is also extremely fun, interesting, and rewarding. I have had the privilege of working with foreign countries to draft new legislation in area of burgeoning interest and importance. Moreover, our work touches upon a panorama of issues: human rights, taxation, NGO-government relations, citizen participation, etc. Perhaps most importantly, the people are amazing; many have foregone the riches of the private sector to focus on solving societal problems in transitional countries. There is rarely a trip on which I don't learn something new from one of our local partners.

2008

**OPEN SOCIETY INSTITUTE; AMNESTY INTERNATIONAL; SENATE FOREIGN POLICY AIDE; STATE DEPARTMENT; PRACTICING ATTORNEY, Washington, DC  
Stephen A. Rickard '83**

I grew up in a Methodist parsonage and internalized as my personal motto the biblical admonition that "Faith without works is dead." I saw law as a powerful tool for advancing the cause of freedom and building a better world. After graduating from a small liberal arts college in Michigan (Adrian) with a degree in English and Political Science, I enrolled in Yale Law School and subsequently was also admitted to Princeton's Woodrow Wilson School where I obtained a masters degree in Public Affairs concurrently with my law degree. I had always planned to go to law school, but wanted a school that had a reputation for being interdisciplinary and open to joint degrees. I was thrilled to be accepted at Yale.

At YLS I participated in the Moot Court competition and served on the Moot Court Board, was a Jessup team member and an editor on the International Law journal. My YLS course load tilted heavily toward international law (International Law, International Business Transactions, World Public Order, Law of War, Socialist Legal Systems, Human Rights Law, plus one Yale political science grad school course for law credit). Because YLS gave me course-credit for one semester at the Wilson School, I was at the Law School for only five semesters. As a result, my non-international law coursework was light and oriented toward my anticipated litigation career (Civil Procedure II, Antitrust, and Business Law). It made taking the bar a bit tough, but I studied hard during the bar review course and did fine.

If you had asked me as I entered law school to list the least likely places that I would begin my career upon graduation, a Wall Street law firm would have been high on the list. Nonetheless, my first business card read White & Case, 14 Wall Street. Students should realize that law school is a powerful mixing bowl. It's hard to know where you'll end up, no matter what you think going into school.

I decided to begin my career at a major firm on the well-worn theory that it was easier to start there, pay off debts and then move to a policy or public interest career than the reverse. I looked for a firm with three qualities: 1) a strong commitment to pro bono work, 2) a strong litigation practice, and 3) a strong international practice. I went to White & Case in New York and never regretted that decision. I helped manage the firm's pro bono practice and became actively involved in supporting Legal Aid. I co-authored

two major human rights reports pro bono on the firm's time and engaged in numerous other pro bono activities. I also did very interesting international litigation and arbitration work, spending most of one year in the firm's Stockholm office and worked on arbitrations in Stockholm and Paris. A major disadvantage to working at White & Case, however, was that the cases I worked on were mostly very large and therefore the amount of responsibility I had was less than if I was handling matters on my own. When I left after six years I had some courtroom experience, but not much and certainly not as much as I would have liked.

But I got good training, had fun (although working very long hours), paid off my debts and then—and this is the most important point in the narrative—I left. Big firm litigation is a fine career for those who want it. I'm not critical of those in firms in the least, but it wasn't what I set out to do with my life. Many who felt the same way never left: inertia, golden handcuffs, never found the right alternative, whatever. It is something to consider long and hard before proceeding down the "start at a big firm" path if you really don't want to end up there.

One important difference between my situation and those of students today is that I owed a lot less money (about \$25,000 total for law and undergrad) than the typical law graduate today. Moreover, most of my debt was in the form of very low-interest government-supported student loans that were still available then. I paid off my debts and built a nest egg pretty quickly which made it easier to leave. Today's students have a much heavier debt burden. Of course, starting salaries are also much higher now, too. I started at \$45,000 if I recall correctly, although salaries shot up around my fourth year.

It was also quite important and helpful that I maintained a pretty modest lifestyle during my time at the firm, living in a tiny, pretty grungy apartment in Hoboken and driving a beat up Ford Granada with the paint peeling off. When I left the firm I actually moved into a nicer apartment. I took a significant pay cut, but it didn't feel like it. If you think you want to work at a firm for awhile and then leave, I strongly urge you to avoid the "golden handcuffs."

From White & Case I was extremely fortunate to be able to land a job as Senator Moynihan's senior foreign policy aide in Washington. This happened largely through a Wilson School connection. My law background was initially a problem in landing the job because the office usually looked for someone with a PhD for the foreign policy position. In the long run, however, it was very helpful for a variety of reasons. Moynihan had a profound respect for the law and appreciated having staff members with legal training. It was useful in considering legislation and in having a framework to understand how the legal profession would attempt to implement it.

I spent five years in the Senate, then two years as senior advisor for South Asian Affairs at the Department of State (essentially a deputy assistant secretary for those familiar with these titles). At State I worked on a wide variety of issues, but took a particular lead on economic and "global" issues, including human rights and the environment. Again, legal training was helpful because there were a number of laws (for instance the Pressler Amendment) that had significant implications for our work. I ended up spending a lot of time working with the Legal Adviser's office.

When I left the government, I joined Amnesty International U.S.A. where I worked for four years as Washington director and where my responsibility was essentially to try to make U.S. foreign policy more human rights friendly. I supervised a staff of eight people and subsequently developed a number of programs designed to help Amnesty members and the general public be more effective in influencing their elected officials. After leaving Amnesty, I did a variety of work with human rights NGOs, including the RFK Center for Human Rights. For a time I was essentially a solo practitioner working on human rights and international justice issues. I created a small NGO called the Freedom Investment Project with the purpose of improving the human rights performance of the Department of State.

At the moment I am the Washington Director for the Open Society Institute (OSI) and Deputy Director of the Open Society Policy Center (OSPC). OSI is a major philanthropic organization created by George Soros to further his efforts to promote open societies around the world. It has a substantial grant making budget, conducts public education and advocacy and also operates programs on various topics around the world. OSPC is a 501(c)(4) organization that lobbies the United States government to promote better policies on human rights, public health and other issues.

A couple of career points concerning human rights and NGOs in general that might not be obvious to the student. First, getting good jobs in this field is highly competitive—more so than getting firm jobs. Salaries can also be pretty low. I took a six-figure pay cut leaving White and Case. Although I've worked myself back up and as a manager of a substantial staff am paid very well, no one should expect to make more than a fraction of what they would make in a major firm if they pursue public interest work. But it's more than enough to get by, send my kids to college, etc. I've learned that two skills that make one both more employable and in a better position to command a decent salary are the ability to manage an office and a staff and the ability to raise money. These are far more scarce skills than being smart, being hard working or having a law degree.

Second, the jobs are hard and often frustrating. You lose a lot of battles. You also have many more battles with NGO colleagues than you might expect. People in these fields are generally very collegial, but they are also very passionate about the issues. The "it's just business" attitude of some firm work is quite different than a screaming match with someone who thinks you are "selling out" torture victims.

Third, if you think you want to work in this field, get your foot in the door. Start by getting internships or doing projects with well-respected NGOs. Today, most job applicants have pretty impressive experience and/or connections with NGOs. Language skills are becoming increasingly important (I say this ruefully as a typical unilingual American). The days when a talented fourth-year associate with stellar academic credentials but no human rights experience whatsoever might be able to land a serious human rights job are pretty much over. NGOs can choose now from among candidates with similar academic backgrounds and regional studies experience, with relevant NGO internships, or substantial academic or clinical work specifically in the human rights field. Besides, there is still no substitute for the telephone call from an NGO colleague who knows and has worked with an applicant and vouches for their abilities, professionalism, and collegiality.

2006

## B. Student Interns

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### 1. United Nations

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#### **UNITED NATIONS, POLITICAL AFFAIRS DEPARTMENT, EUROPE & AMERICAS DIVISION**

**Christina Andersen '09**

My internship at United Nations headquarters in New York was with the Political Affairs Department, Europe & Americas Division. I worked on the Europe side of the division, and focused on political developments in Eastern Europe. The most high profile Europe-related political developments for the United Nations at the time were the final status of Kosovo and the corresponding fate of the U.N. Mission in Kosovo; instability in the breakaway regions in the Caucasus; and the G-8 Summit.

I received my internship with the United Nations by applying directly through the website unjobs.org. While it is true that the most common way to find a position with the United Nations is through networking or personal connections, the Internship Programme at headquarters seemed to have been strictly drawn from the online application process. The application is due by the end of January, and I was notified in early March, with a two-week period in which to accept or decline the offer. The Internship Programme brings over 100 interns to headquarters to work in various departments. It makes for a kind of instant community within headquarters, which is quite large and has many staff members coming and going between missions and other U.N. positions abroad. Interns inform each other about interesting events or conferences organized by their departments. Interns truly come from all over the globe, but most of them were pursuing graduate degrees at an English or French-speaking university in the West. English is the dominant language, although French can be quite helpful.

Day-to-day work as a Political Officer varies depending on one's "desk assignment"—the country or countries one covers. For Western European countries, much of the work involves drafting talking points, speeches, press releases, and letters on the Secretary-General's behalf to world leaders. Most of the issues discussed are of global significance in which the U.N. plays a largely symbolic or coordinating role, such as climate change; however, lobbying world leaders to support a U.N. peacekeeping mission in Darfur was a significant part of the Secretary-General's interactions with Western Europe in the summer of 2007. Diplomatic relations is a smaller part of the portfolio of an Eastern European desk officer, who spends more time reading up on the latest political developments, staying in contact with U.N. staff in their areas of responsibility, and fielding the many mini-crisis that arise in the various frozen conflicts. A Political Officer does a lot of "intelligence" work among the delegates to the U.N., in order to get an inside view into member states' positions on issues coming up in the Security Council. I did a lot of drafting of briefing papers and talking points, and wrote a strategy paper discussing the U.N.'s potential role in the Black Sea region. Besides providing the Secretary-General with political background and analysis, Political Affairs sees itself as a kind of early warning system for the Peacekeeping Department: providing the information and analysis to the Secretary-General and the Secretariat needed to spot, and hopefully defuse, nascent threats to international peace and security.

A perk of working at headquarters is being able to sit in on Security Council sessions. I attended the session in which the resolution authorizing peacekeepers in Darfur was approved. I saw the ICTY prosecutor, Carla Del Ponte; give an update on the status of the tribunal's war crime prosecutions.

Being an intern at headquarters gives a great sense of the size and scope of the organization, including all of its potentials and shortcomings. I got a much better sense of how the U.N. and the Secretary-General fit into international politics, and how the U.N. can best play a productive role on the world stage. Although I often felt I could have been given more work to do, the experience was valuable and enlightening, and I would recommend the Internship Programme to other students.

*Summer 2007*

## **UNITED NATIONS MISSION IN SUDAN**

### **Garth Schofield '09**

The United Nations Mission in Sudan (UNMIS) is the U.N. Peacekeeping force that was deployed to Sudan in 2005 to facilitate the implementation of the Comprehensive Peace Agreement between the government of Sudan and the Sudanese People's Liberation Movement in Southern Sudan. While the Mission does some work related to the conflict in Darfur, the majority of its mandate is focused on the North-South peace process that ended a twenty-year civil war and a conflict that dates essentially from the moment of Sudan's independence.

I am pursuing my law degree at Yale jointly with a masters degree in international law and conflict resolution from The Fletcher School of Law and Diplomacy. Thus I wanted to spend my summer in a position that focused on both law and peace building in an area emerging from conflict. As a formal matter, the United Nations does not arrange internships with peacekeeping missions and there is no way to apply through the U.N. Internship Program. My position was arranged through contacts with people in the mission in Khartoum who knew me. Technically, I'm here as an independent consultant. Although my contacts happened to be in Sudan, there is no reason that adroit networking could not create a similar arrangement in one of the U.N.'s other field missions, but it would require an alum or contact inside the mission willing to put some effort into getting it approved. Areas that the U.N. designates as Phase III or higher security areas, however, carry with them a ban on "non-essential" personnel that would make any arrangement difficult.

At UNMIS, I've been detailed to the Rule of Law Unit, with some overlap into Political Affairs. Rule of Law carries out analysis and makes recommendations on legislative developments related to the peace process, and advises the parties on judiciary and corrections policy. The unit also carries out monitoring of prison conditions in part of Sudan. The bulk of my work has focused on legislation currently being prepared by the Sudanese government. I've been analyzing the conformity of various drafts with the peace agreement and Sudan's interim constitution and providing comparative recommendations on best practices. Our analysis is then used by the UNMIS head office in deliberations with the parties.

Working for the U.N. is both a fascinating and a sometimes frustrating experience. It has been fascinating in that peacekeeping missions bring together a constellation of military, police, and civilian experts from literally all over the world. It has also been frustrating in that the U.N. is a large bureaucracy that does not move as quickly as one would often like. The process of bridging different cultural approaches within the mission, as well as with the Sudanese government, often slows down initiatives. The fact that the U.N. is operating under a limited mandate can also be challenging, since the Mission is limited to monitoring and advising on most issues—the parties themselves are still the ones who are responsible for peace and progress.

On the other hand, assisting multiple factions to finally put to rest a decades-old civil war is an immensely complicated process that can only really be understood from the inside. As such, there is really no substitute to seeing how peacekeeping actually works.

*Summer 2007*

**UNITED NATIONS, SUB-REGIONAL CENTER FOR HUMAN RIGHTS  
AND DEMOCRACY IN CENTRAL AFRICA, Yaounde, Cameroon  
Sabrina Charles '07**

Though I have always been interested in international politics and affairs, I had never spent a significant amount of time living and/or working abroad before coming to law school. Therefore, I decided to apply for a Kirby Simon Fellowship through the Orville H. Schell, Jr. Center for International Human for my 1L summer. After sending out dozens of emails to various United Nations field offices across Sub-Saharan Africa, I was offered a summer position at the United Nations Sub-Regional Center for Human Rights and Democracy in Central Africa in Yaounde, Cameroon. The Center's mission, taken from its publications, is to strengthen capacity with a view to sustaining the development of a culture of human rights and democracy for the prevention of conflicts and the promotion of sustainable peace and development in Central Africa.

My work with the Center was profoundly rewarding. I completed two major projects, the first of which was consulting work for an NGO in Northern Cameroon that focuses on women's rights as human rights, and is particularly active in educating community members about domestic violence. Through that experience, I had the opportunity to meet and spend time with various women's groups in Northern Cameroon and participate in an educational radio program on domestic violence. For my second assignment, I interviewed aid relief workers at refugee camps along the Chad-Sudan border and drafted recommendations to align the availability/propriety of aid relief to refugees with international law and norms. Resolving to live in such a remote area to face one of the most devastating crises of our time is a very difficult choice, and these workers are truly inspirational. My work gave me privy to many of the challenges that people engaged in international human rights face on the job—such as the loneliness that often accompanies field assignments. However, I was also able to observe, firsthand, what it would mean to live a life where my work would, every single day, contribute to the good of the world. Of course, such a statement is grossly cliché, but it is the truth, at least from what I observed in Eastern Chad.

My time in the office itself was also richly rewarding, included both my formal activities as an intern (participating in intensive training seminars on U.N. human rights and democracy-related mechanisms, for example) and my informal interactions with my co-workers (such as talking to the other interns, who were from Rwanda, Equatorial Guinea, and Sao Tome and Principe). The Director of the Center was very well traveled and experienced, and had much information and insight to share.

Additionally, part of the beauty of the Schell fellowship for me was that in addition to being able to engage in absolutely incredible work, I finally had the opportunity to live in Sub-Saharan Africa. Cameroon was a perfect first introduction, as its location makes it a sort of “gateway” between Central and West Africa. In sum, I recommend working and living abroad for at least one summer to any law student with even a slight interest in international work. Though I will be working for a private law firm after graduation, my time in Cameroon has truly been one of my most moving experiences to date.

*Summer 2005*

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## 2. Intergovernmental/Foreign Government Settings

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### LEGISLATIVE AFFAIRS OFFICE OF THE STATE COUNCIL, China

Yeqing Zheng '09

My internship with the Legislative Affairs Office (LAO) has been a fascinating experience. The name of my agency may appear to be self-contradictory to an American law student. How can an agency under the executive branch, the State Council, be in charge of the legislative affairs? For starters, the legislative process in China differs fundamentally from the United States. The concept of separation of powers is not the guiding principle, and the executive branch often wields enormous legislative power. In fact, almost 70% of the laws in China are coming out of the executive branch, and administrative regulations are often more important than laws. LAO, with its much-needed legal expertise, is responsible for approving all the laws and administrative regulations drafted by the executive branch before they are rubberstamped by the People's Congress. Therefore, LAO is an ideal summer employer for one eager to know more about China's often murky legislative process.

My first several weeks were spent on comparative legal researches on environmental impact assessment (EIA). China passed its EIA law in 2003, and the government is now drafting an implementation regulation. I wrote a memo on the proposed EIA regulation and compared it with American National Environmental Policy Act and European Commission's EIA directives. I also researched some regulations on public participation in the EIA process in the United States and Europe. Since China is starting from scratch in this area, foreign experiences are likely to be reflected in the proposed regulation.

I also researched and wrote a memo on *Kelo v. New London* as our department is drafting a new urban land use regulation. Chinese government is famous (or notorious) for its heavy-handed treatments of defiant homeowners and frequent takings of private property, but as the housing price soars and homeowners protests increasingly attract media attention, the central government is seeking to rein in the arbitrary power of local governments and to manage growing social unrests over takings. My supervisor was very interested to know how the US courts drew the boundaries of "public use" and how this concept might be applied in China. It is probably also a testimony to US judiciary system's international influence as *Kelo* was widely cited in Chinese newspapers editorials on land takings.

I was also involved with the day to day works of the Office, which turned out to be much more interesting. Provincial governments often submit requests for clarifications on legal provisions, and I have drafted a few legal interpretations to provincial governments based on opinions from relevant Ministries. This process is an interesting interaction between central and local governments, and also reflects the tension between Ministries with conflicting interests.

The best part of the internship is the responsibilities I take. I was at a conference on Chinese Clean Water Act when I raised a point about the low penalty of a certain violation in the law, and suggested that the penalty should be raised. Amazingly, my suggestion was accepted and written into the final version of the law. It was mind-boggling that I actually helped draft a principle environmental law that would be enforced in the world's most populous country, even though I have never received a day of formal legal education in China.

There are certain downsides of the job. Chinese government is extremely hierarchical, where every position corresponds to a certain level. Even when your boss and you are both half drunk at a Karaoke parlor, you still have to remember the etiquettes appropriate to your level. There are also rigid formats for all kinds of documents, and any deviation from the standard formats will be treated as a serious blunder.

And this job also makes me realize the limitations of laws in China. I was involved in a few administrative reconsideration cases. The local government did not follow the proper rules of land taking, and the farmers petitioned the central government to redress their grievance. All of the cases were finally rejected on procedural ground, but the real issue behind the cases was how to save face for the provincial governments while negotiating a more favorable settlement for the peasants.

With all its downsides and limitations, I feel fortunate that I was able to get this position with the generous support of the Law School. I was their first intern from a foreign law school in the Legislative Affairs Office, and it has been a unique experience to closely observe the multi-faceted works of a critical Chinese agency.

*Summer 2007*

### **STATE COURT OF BOSNIA AND HERZEGOVINA, Sarajevo, Bosnia Laurie Ball '09**

My summer internship at the State Court of Bosnia and Herzegovina (BiH) has offered an array of diverse professional and educational experiences. The Court is a unique institution in that it is an organ of the state of BiH, but it draws upon a combination of national and foreign personnel. The Court began functioning in 2005 and is responsible for trying middle and lower level war crimes suspects, including both individuals transferred to the Court from the International Criminal Tribunal for the Former Yugoslavia (ICTY) and individuals indicted on the basis of BiH State investigations.

I work in the Special Department for War Crimes directly with the team responsible for prosecutions related to the Srebrenica massacres. My immediate supervisors are both foreign, but we work closely with national prosecutors who are also members of our team and with the State Investigations and Protection Agency, responsible for our field investigations.

My work has included a great deal of court time. In addition, I have worked on two ongoing trials which resulted from domestic investigations. One trial has just entered the Defense phase, while the Prosecution is still in the process of presenting its case-in-chief in the other case. My work for these trials has primarily included assisting with witness preparation and responding to defense appeals regarding the custody of the accused.

I have spent much of my time working on a new transfer from the ICTY, including modifying the ICTY indictment to comply with BiH laws, preparing witness and exhibit lists to submit with the indictment, and processing new information from the BiH domestic investigation related to the crimes alleged in the indictment. Working on the transfer case has provided a fascinating glimpse into the relationship between the State Court of BiH and the ICTY.

In addition to my own concrete tasks this summer, I have been exposed to various components of the trial process and the development of this institution through my conversations with the prosecutors here. The work has been dynamic and exposed me to both legal and policy issues and I would certainly recommend an internship with the State Court of BiH to students interested in war crimes prosecutions and/or institutional development.

*Summer 2007*

## **SUPREME COURT OF ISRAEL, Jerusalem**

### **Gabriel Rosenberg '09**

Last summer, I worked as a foreign law intern to President Aharon Barak of the Supreme Court of Israel. I decided to pursue a foreign law internship for several reasons. First, I felt viewing the American legal system from an outsider's perspective would help me understand it better. Second, my first year at Yale made me interested in understanding how courts work, and the opportunity to work in a country's highest court was too good to pass up. Third, I felt that I could better appreciate the recent American judicial tension between freedom and security through the experience of a country that has dealt with the issue for more than 50 years. Finally, I enjoy living abroad and had always wanted to live in Israel.

Legal staff working for the Supreme Court justices fall into one of three categories. Legal assistants are the most senior, are full attorneys, and work full time at the court for a number of years. Clerks are, as in the United States, recent law graduates and generally work at the court for a year. Foreign law interns are either law students or professional attorneys who some justices choose to offer unpaid positions to for varying amounts of time; this is where American law students fit in. The Kirby Simon Summer Fellowships, offered through the Schell Center, makes it possible for YLS students to take on this unpaid position.

The job of a foreign law clerk is to help the legal assistants, clerks, and justices research and understand the law of jurisdictions outside Israel. Often, a case will come up in Israel law for which foreign law may be instructive. A foreign law clerk will then be asked to prepare a memo on what other relevant jurisdictions (usually the United States for American law students) have to say on the issue. The justices then can use this memo in analyzing the case under consideration.

The primary skill needed for this job, therefore, is legal research ability. Most research can be done on Lexis or Westlaw, though occasional recourse to textbooks may be necessary. In this sense, the day-to-day job is not much different from what other students have told me they did at U.S. Attorneys Offices, DOJ offices, and the like. Knowledge of Hebrew is not necessary. In general, the work I was given involved relatively long-term deadlines; I was never given an assignment due the same or next day.

While the Court can be a hectic and stressful place, the atmosphere for foreign clerks is very relaxed. The foreign clerks work together in library, away from some of the pressure of the chambers. The legal assistants were very aware that we were on summer vacation, and encouraged us to enjoy our time in Israel. This relaxed atmosphere made the summer feel like a working vacation and a break from the daily grind of school.

At the time I applied, there was no formal application for a foreign law internship at the Israeli Supreme Court. This has since changed; there is an application available on the Court's website. In my case, a YLS professor proved instrumental in getting me the summer job.

In sum, the Supreme Court of Israel is an incredibly interesting place for a YLS student to work for the summer. The work is not overbearing, and understanding how a court operates in a place with many problems is helpful in understanding the function of the judicial system in our own country.

*Summer 2007*

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### **3. United States Government**

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**U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT, OFFICE OF GENERAL COUNSEL,  
Washington, DC  
Joshua Hudner '08**

I applied for a summer internship with the United States Agency for International Development (USAID) because of a long standing interest in foreign assistance. That being said, it was only happy chance that led me to discover their legal internships. USAID, as the name suggests, focuses on long term development work as much as possible, but also has a sizeable budget for disaster and humanitarian relief. Based on my experience this summer, I believe the Agency is a good fit for anyone interested in foreign aid, foreign policy, or a general introduction to government work.

The General Counsel's office employs around 70 attorneys, half of them foreign service. The Washington office has 40 or so, mostly civil service with a few foreign on rotation or in training. The rest are Regional Legal Advisors (RLAs) in the field. The primary purpose of the Washington office is to backstop the attorneys in the field, and the other bureaus in Washington, so the office is split up into a number of departments. Some of these are regional, like Europe-Eurasia, and some are activity-based, like Economic Growth and Trade. Interning for USAID, I get to work not only with people in DC, but also literally with RLAs all over the world.

I am splitting my time between the Europe-Eurasia and Legislation & Policy departments, getting my feet wet in a wide range of topics from restrictions on assistance to Kazakhstan to the legislative history of our latest appropriations act. You should realize that USAID won't give you any case work, with the exception of the Ethics & Administration department. The work I am doing is varied and interesting, and delving into the Agency's complex statutory framework provides a good counterbalance for my case law intensive 1L year. Just to give you some examples, as I write this statement I am finishing up a report—eventually a presentation—on the legislative history of our police assistance authority, a memo on time limitations for our debt collection powers, a chart of current restrictions on assistance to Eastern European nations, looking into whether or not the Ocean Freight Reimbursement program should really use grants as disbursement instruments, and trying to figure out if the Vienna Convention on Diplomatic Relations requires USAID contractors to pay into Kyrgyzstan's social security program. Writing samples are not a problem.

My summer intern experience hasn't been limited to the work for my two departments either. I am particularly interested in food aid, so I've talked with the attorney who handles the Food For Peace project and been up to the bureau offices a few times to see what they do. Hopefully a legal project will come up in the next few weeks that I'll get to work on before I leave. There are dozens of talks on international and public interest topics each day in DC, and we six interns go to one or two a week. Some of the best are in the same building as USAID, at the Woodrow Wilson Center.

When we can drag them away from their work, the attorneys are also quite friendly and willing to share their own experiences. USAID generally only hires attorneys with at least five years of experience (making it a much better choice for your first summer than your second), so everyone here has stories to tell and advice to offer about the private sector, the JAG corps, and other government agencies. The foreign service officers have the best stories, and have tried to explain their arcane bidding process to me. If you are at all interested in the foreign service (and RLAs do not need to take the State Department's exam), I would highly recommend spending a summer here at the Counsel's office. I have heard stories about the good and the bad, the wonder of travel and hands on work actually helping others abroad, and

the problems of trying to maintain a relationship and raise a family abroad. All in all, the attorneys here often have amazing backgrounds and are fascinating to talk with.

I highly recommend a USAID internship to anyone interested in foreign affairs or development. I have found it to be a much needed introduction to legislative history, statutory interpretation, and the federal government, as well as an exciting glimpse into foreign policy and transnational law. The attorneys and my fellow interns have been friendly and helpful, and overall it has been a great experience.

*Summer 2006*

**U.S. DEPARTMENT OF TREASURY, OFFICE OF FOREIGN ASSET CONTROL  
Washington, DC  
Abbas Ravjani '09**

I was a summer law clerk at the Chief Counsel for the Office of Foreign Assets Control (OFAC) in the Department of the Treasury. As a student interested in national security, OFAC was the perfect place to be working on cutting edge issues that play an important role in our foreign policy. OFAC is responsible for administering United States sanctions programs, including our embargo on Cuba, and it also works on the terrorist finance problem. Lawyers are routinely major contributors both within Treasury and at inter-agency meetings. It is not uncommon for OFAC issues to be on the radar screen at the highest levels of national security policy.

The day-to-day life of an Attorney-Advisor within the counsel's office can be a hodgepodge of different activities. The main job of the attorneys is serving as the legal advisor to the client, the OFAC policy staff. Most decisions the policy staff make are run through the office and usually a lawyer has a seat at the table during meetings. Lawyers are rarely involved in litigating cases and traditional legal writing is the exception. However, legal skills are put to the test as attorneys are often asked for interpretations on regulations and Executive Orders.

Despite only a year of law school under my belt, I was treated like every other Attorney-Advisor within OFAC and was assigned my own portfolio and set of issues. In my summer experience, I was paired closely with another attorney who served as my mentor for the summer. In addition to having a small portfolio for which I was responsible, I was also assigned more 'traditional' legal memoranda assignments on issues facing the office.

To get a summer law clerk position at OFAC, security clearance is necessary. The office rarely takes on summer clerks; however, if you can get in, it's a great place to see a government agency in action. I truly enjoyed my experience at OFAC. The attorneys are generally younger associates who have migrated from the private sector and are all top-notch. If interested in a full-time position, a summer position is a good starting point, but in the private sector, working on sanctions and export control issues would make you an attractive candidate. I would highly recommend someone taking a position here.

*Summer 2007*

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## 4. Nongovernmental Organizations

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### ARTICLE 19, London

Bomi Lee '09

ARTICLE 19 is a human rights organization with a specific focus on the defense and promotion of freedom of expression and freedom of information worldwide. It is organized into five Regional Programmes—Africa, Asia, Europe, Latin America, and the Middle East—and a Law Programme. Although it does intervene in some key international litigation, the bulk of ARTICLE 19's work revolves around standard-setting, legal development and capacity building such as the training of government officials and other national actors, such as journalists or other media workers.

I only had a vague idea about what ARTICLE 19 was and the kind of work it did when I submitted my internship application in January. Not having a particular field of focus, nor a specific interest (or disinterest!) in international human rights work, it was purely by chance that I learned of the organization through Professor Jim Silk. And the only reason I went back and looked up more details online was because a) the office was located in London, a city that I had been to before, loved and wanted to go back to, and b) freedom of expression was a topic that was at least reasonably familiar to me, given that I had absolutely no experience or background in international public interest work. As is generally the case with international NGOs, ARTICLE 19 took their time in processing and deliberating over my application. But once I had been offered the position, they went out of their way to provide assistance, from suggestions for accommodation to recommendations for background reading. It was also helpful that they were able to give me at least a general idea of what to expect in terms of work and working environment.

The Law Programme consists of only four lawyers, one of whom (the director of the Programme) is based several time zones away in Canada. Since there are only two summer interns, the 1:1.5 ratio between intern and lawyer means an accessible staff and incidentally, quite a bit of work. The immense workload that is demanded of ARTICLE 19 often exceeds the capacity of its staff, meaning that it relies on interns not merely to help out, but also to undertake independent projects and make significant contributions. Of course, some of my work has consisted of doing research for the lawyers that bordered on the mundane at times and I have to say briefing cases for the ARTICLE 19 handbook was perhaps good training, but not my favorite thing to do. However, the lawyers are always keen to assign interns "real work" and I feel that the amount of interesting assignments I have been given outbalances the more menial tasks that I've had to do. For example, less than 10 days into my internship, I was drafting a memo that analyzed the new draft freedom of information law in Chile and made recommendations for amendments based on international standards of best practice. The memo was commissioned by the Chilean government, which had drafted the FOI law in response to a ground-breaking ruling from the Inter-American Commission on Human Rights (*Claude Reyes et. al. v. Chile*) that held, for the first time in any international tribunal, that the right of access to information was a fundamental human right. Therefore, it was quite important for Chile to be perceived by the international community as having produced a sound ATI law, but at the same time, the actual law reflected a wariness and reluctance to provide adequate measures guaranteeing the right. I found it particularly interesting and challenging that not all the discrepancies from international laws were noted in the memo and I had to think about which recommendations would be accepted or even considered by the amenders. Although I mainly worked with the director of the Programme in submitting the memo, the lawyers were always available and willing to sit down with me to help untangle a particularly confusing part of the law or provide (brutally!) honest feedback about my writing and analysis.

One of the most appealing things to me about ARTICLE 19 has been the wide range of work available within a relatively narrow field and their willingness to accommodate for specific interests or requests

you may have; for example, because I wished more to get a general sense of what issues were out there, I've been doing a lot of overview research and work that involves comparing international standards of best practice with different measures for implementation in domestic legislature. My fellow intern, a Russian lawyer who has considerable experience in the field of European human rights, has been encouraged to explore his particular interest in litigation (although I have heard him complain about the limited cases that ARTICLE 19 takes on, so that's something to consider if that's your interest). The only major downside I have found is the office environment as it is an open-plan office so the general noise-level is high (even when no one's talking, the sound from multiple keyboards can get annoying) and there is a severe lack of general space, meaning that most interns don't get their own desk and have to hop from computer to computer depending on who's away on business that week.

My personal experience so far has been overwhelmingly positive—just gaining exposure to the field of international public interest has been rewarding and ARTICLE 19 has been the perfect place to explore different opportunities within the law. It has especially been fun getting to know the lawyers at ARTICLE 19 who are inspiring in their obvious commitment to human rights and just genuinely friendly and approachable to speak to openly about everything from their projects, to career choices, to course selections, to bargain shopping around town. And of course London is a fantastic, if outrageously expensive, city to be in during the summer...if you can overlook the horrible (60 degrees and hailstorms in July) weather!

*Summer 2007*

**HUMAN RIGHTS WATCH, New York, NY**  
**Tendayi Emily Achiume '08**

My internship with Human Rights Watch was slightly unorthodox in that I did not apply for an internship with the organization so much as I applied to work on a particular case for which a Human Rights Watch lawyer happened to be lead counsel. I first read about the Hissène Habré extradition case in an African law journal and my interest in international justice was the main motivation for trying to get involved with the case. Hissène Habré is the former head of state of Chad and stands accused of crimes against humanity, torture, genocide and war crimes. He has been in exile in Senegal since 1990 and his victims have been fighting to bring him to justice ever since. In late 2005, Belgium made an extradition request to Senegal, to have Mr. Habré sent to Belgium for trial where several of his victims had filed suit against him. I googled the lead counsel on the case, and several emails and a phone interview later, he agreed to let me work with him. During the Spring semester I did some research for the case, wrote a few memos and edited advocacy letters. The summer that followed, I was formally a Human Rights Watch intern and would spend a month in the New York office.

Human Rights Watch (HRW) is the largest human rights organization based in the United States. With offices all over the world, HRW conducts fact-finding investigations and publicizes the information it gathers in annual reports and books. In doing so the organization provides critical information of human rights violations world wide and puts pressure on governments and multinational entities to respond to these crises.

The New York office is divided into different departments, some based on region (e.g., Africa Division, Middle East Division), and others on issues (e.g., International Justice). Usually each intern is assigned to one of these divisions according to interest. I however, worked directly with my boss, and only on the Habré case. I opted for this arrangement because I wanted to focus on the case and was only spending half of my summer with HRW. (I split my summer so I could spend the other working at different NGO in Senegal.) Within their divisions, interns usually work on several projects interacting with different staff members on different projects over the course of their stay. Had I stayed longer, I would probably have preferred the latter option in order to gain broader exposure to the work that HRW does.

Unlike several international public interest organizations I have worked for in the past, Human Rights Watch New York has a significantly developed internship program—the organization tries to make the internship as useful as possible for both the interns and the organization. There is an official day long orientation and training session which familiarizes interns with the broader work of the organization as well as the logistical aspects of interning there. My day to day activities were determined by my boss and the work varied. Some days my work involved researching and writing on legal issues, others were spent entirely at the fax machine and the photocopier. The life of an intern is by no means glamorous. One of the skills that served me well was taking initiative and occasionally I was able to determine the direction and substance of my projects. I also experienced my fair share of the usual frustration with the inevitably clerical aspects of working as an intern. I found that much of international public interest work, and international human rights work involves advocacy and lobbying which tend to produce a lot of mundane work at the level of the intern.

As mentioned above, I definitely felt as though HRW cared about making the interning experience as useful as possible for interns. We had a weekly brown-bag lunch series with human rights advocates working in the field and in other organizations, as well as heads of the different HRW departments. The presentations combined information on the presenters' fields as well as the different paths each had taken in pursuit of a career in international public interest. I found these sessions particularly helpfully as they provided concrete practical advice on the wide range of avenues available for the pursuit of a career in international public interest. Very few of the speakers were lawyers, though surprisingly many of them had legal training. Perhaps what was most refreshing and inspiring about working at HRW was the genuine commitment of its staff to advocating and lobbying for human rights all over the world. I for some reason imagined I'd find a staff of disillusioned hard-working people. This was not the case at all. I attended weekly division meetings and as groups were debriefed and strategies adopted, I was impressed at the organization's positive energy. It made all the more boring tasks I was assigned seem somewhat worthwhile.

Another highlight of the summer was the Human Rights Watch Film Festival which takes place during the month of June. As interns we were offered complimentary tickets to all of the movies (which were exceptionally good), and there were some interns who were specifically assigned to working on the festival.

Out of perhaps a hundred or so interns, I think I only ever met four other interns who were law students. The rest were medical students, graduate school students and undergraduate students. I concluded that the reason for this is HRW is not a legal NGO or public interest law firm and while much of the work implicates law in various forms, it is an organization that is concerned more with exposing human rights violations and conducting research and advocacy. I might have been the only intern actually working on an actual case and even then, my work could only be loosely defined as legal. If one is looking for a legal experience in the more classical sense, I would not recommend interning with HRW. That said, it was the perfect environment for witnessing how human rights law is operationalized outside the courtroom. I found most of the staff very accessible. I worked well with my boss and convinced him to let me travel with him to the African Union Summit in Banjul, where the AU resolved that Hissène Habré should be tried in Senegal.

In my experience, one has to be realistic about the summer internship experience in public interest organizations—after a year of law school there is not very much you can contribute as far as specialized technical legal skills. Instead, it is an amazing opportunity to gain exposure to all the different ways one can use a law degree and all the different ways one can work in the field of public interest. There was also something really novel about going to work in the Empire State building every morning!

*Summer 2006*

**HUMAN RIGHTS WATCH, Brussels**  
**Laurie Ball '10 (Joint Degree)**

I began law school already decided upon a career in human rights and focused on anti-torture work and the former Yugoslav region. Prior to law school, I lived and worked in Bosnia and Herzegovina for two years working for a local non-governmental organization. At Yale, I have participated in the legal services clinics, as well as the Lowenstein Project and the YLS Assistance to the Extraordinary Chambers of the Courts of Cambodia project. I interned with the State Prosecutor's Special Department for War Crimes in Bosnia and Herzegovina during the summer of 2007. During the summer of 2008, I wanted to combine my interest in the former Yugoslav region with working with an international human rights organization. Having long admired Human Rights Watch's (HRW's) work, I contacted their Europe and Central Asia Division in search of an internship for the summer and was offered one following an interview.

As an intern with the Western Balkans Researcher at HRW in Brussels, I conducted primary and secondary research about human rights in the former Yugoslav region. I assisted with follow-up research for a forthcoming special report, including frequent phone calls with officials on the ground. I monitored the local and regional media outlets for human rights developments and was in regular contact with journalists and human rights defenders in the region. I drafted HRW's submissions for the European Commission's Progress Reports on countries in the region and participated in advocacy meetings related to those submissions. I also participated in meetings related to the European Union's Law and Justice (EULEX) mission to Kosovo and drafted HRW's submission to the Human Rights Council for the Universal Periodic Review of Serbia.

My internship offered the opportunity to learn how HRW functions on a day-to-day basis, especially with respect to publishing reports and press releases. I was able to function in partnership with the Western Balkans researcher, and I had great fun doing the work. I learned a tremendous amount about human rights fact-finding and advocacy, and there was never a dull moment.

An internship with a smaller Human Rights Watch office results in less exposure to the work of other divisions of the organization than an internship with the New York headquarters office might. However, even in a smaller office there were four programs and constant activity focused on EU advocacy. HRW also does its best to enable interns abroad to participate in events, including intern brownbag lunches, via telephone or teleconference. I chose my internship specifically because of my interest in both HRW and the Balkans, and for me it was the right choice.

*Summer 2008*

**IMMIGRANTS' RIGHTS PROJECT OF THE ACLU, New York, NY**  
**Samantha Trepel '07**

The Immigrants' Rights Project (IRP) of the ACLU primarily focuses on using impact litigation to protect the rights of immigrants. The Project has traditionally focused on protecting and preserving the right of judicial review by Article III judges for immigration cases (a right which has been increasingly narrowed by recent statutes), and working against unconstitutional detention practices and employment

discrimination. Based on IRP's previous detainee work, IRP has also recently pursued lawsuits relating to the interrogation and treatment of detainees in Iraq and other foreign detention facilities.

I interned in IRP's New York office; the Project is split between offices in San Francisco and the ACLU's National Headquarters in New York. In New York, all interns working in the National Office bring their own laptops to the office and work from large common tables in the library. This means it can sometimes be difficult to concentrate on your work, as there can be more than twenty-five law student interns working from the library on any given day. The advantage of this system is that you get to know interns from the other projects and get a sense of what the ACLU is working on in many other areas of the law.

For the first part of my summer, I researched jurisdictional issues to help prepare an IRP staff attorney for oral argument in the Ninth Circuit. As we entered the case only at the petition for rehearing stage, we had a fast-paced few weeks catching up on the facts and legal issues of the case before argument.

I spent the rest of the summer working on two different appellate briefs. The first was on behalf of a so-called criminal alien who had been ordered removed from the United States. Unusually for the ACLU, we were acting as court-appointed counsel for the petitioner rather than solely arguing the case as amicus counsel. This gave me the opportunity to work on the merits of an individual client's case, in addition to gaining exposure to the ACLU's more typical work of impact litigation. The second brief I worked on was part of our Freedom of Information Act suit against the Department of Defense, and argued for the release of government records, photographs, and videos detailing or depicting the torture of detainees.

As someone who came to law school committed to working in public interest law after graduation, I was very excited to have the opportunity to work at IRP during my 2L summer. The ACLU is known for its rigorous and thorough legal work, so I knew IRP would provide a great opportunity for legal training, as well as exposure to immigration law, an area in which I had no prior experience.

While previous immigration law experience is definitely valued by IRP, a commitment to public interest work and an enthusiasm for working in the field is all that is truly required. I had previously worked on class action and impact litigation for a public interest organization that focused on child welfare, and had been involved in LSO's prisoners' rights clinic during the school year. I had also demonstrated an interest in human rights issues by working on a Lowenstein project and the Yale Human Rights and Development Law Journal. I would encourage anyone with an interest in learning more about immigrants' rights and impact litigation to apply.

*Summer 2006*

### **OPEN SOCIETY INSTITUTE, JUSTICE INITIATIVE, Budapest, Hungary Ira Lindsay '09**

Having studied for over a year in the former Soviet Union, I have been familiar with the work of the Open Society Institute for a long time. So when I was looking for an internship in the area of human rights, I applied to the internship program of the foundation's legal reform wing, the Open Society Justice Initiative (OSJI). At about the time at which I was about to write off my chances, I got a call from the OSJI office in New York to offer me an internship in the office in Budapest, Hungary.

The Open Society Institute is an NGO, founded and funded by George Soros, which seeks to promote democratic government, human rights and economic, legal and social reform. The Open Society Institute (OSI) has its main offices in New York and Budapest (where George Soros spent his first 16 years) and works with OSI foundations active in over 30 countries. These operate largely through making grants to local civil society organizations. Though originally focused on areas emerging from communist rule, OSI now works in Asia, Africa, and Latin America as well as Eastern Europe and the former Soviet Union.

Soros, one of the wealthiest men in the world, has committed a huge amount of money to support democratic reform through OSI. The foundation is not popular with some governments because of its commitment to the spread of liberal democracy and Soros himself is a controversial figure for similar reasons. The Justice Initiative is the branch of OSI devoted to legal reform and works in the areas of criminal justice reform, international criminal law, equal citizenship and anti-discrimination law, freedom of information and expression, anti-corruption reform, and legal education. At this point the Budapest office focuses on legal aid reform, development of clinical legal education and freedom of information.

The Open Society Justice Initiative hosts interns at each of its three offices: New York, Budapest, and Abuja. The interns are usually law students or, less frequently, public policy students from the U.S. The office also hires two recent graduates each year from the Central European University for a year-long internship. The Budapest office is located in a building with various other OSI offices and next to another Soros institution, the Central European University. So even though the Justice Initiative office is fairly small, it is part of a much larger community. Though the summer interns are generally Americans, the full time staff in Budapest is entirely Eastern European at the moment. Despite this, the organization has a rather western feel to it in part because OSJI is managed from New York office and in part because most if not all staff have studied in the U.S. or Great Britain. The language for work in the office is English, though Hungarian and Russian are also heard frequently in the halls. OSJI does provide support for litigation in some areas, but mostly functions like a public policy consultancy for legal reform issues. The work in some ways reminds me of the work that I did at a management consulting firm where I worked before coming to YLS rather than that done in a law firm or non-profit engaged traditional legal work.

One thing that is important to know about the OSJI internship program is that the application deadline is early—in the beginning of January. This means that offers are also made before many other public interest international law organizations would necessarily be making decisions. I also had to make a decision without being told exactly what I was to be working on. This was a bit disconcerting, though probably not at all unusual for this sort of internship. Nevertheless, as promised, the office had a project and work plan ready for me by the time I arrived. In general, OSJI seems rather well organized by NGO standards.

Most of my work this summer has been connected to a relatively new endeavor for the Justice Initiative: a multiparty study of compliance by the various member states with EU human rights standards for representation of indigent criminal defendants. In the past, OSJI has worked extensively with Eastern European states to help them develop new laws on legal aid and the institutions necessary to carry them out. One of the issues driving the reform processes in these states has the need to comply with European standards for criminal procedure in order to be admitted to the EU. Despite making such demands on new entrants, many current members of the EU have legal aid systems that are far from flawless.

As part of this project, I am writing reports on legal aid for indigent criminal defendants in France and Italy. These two countries will be included in the study, but have legal aid systems that are not well understood by the leaders of the project, most of whom are based in the UK or the Netherlands. Most of this work has consisted of Internet research from various sources: legal codes, law review articles, government documents, NGO reports, etc, though I also hope to do several telephone interviews with attorneys in the relevant countries as well. In the later part of the summer, I will be working on a survey of methodologies for monitoring compliance with human rights standards in criminal justice systems. An important part of the larger project will be to develop and test a methodology to monitor compliance of European countries with human rights treaty obligations regarding the rights of indigent criminal defendants. Since the leaders of the project haven't yet decided on the methodology, I should be able to make some recommendations for how to go best go about doing this. So I'm excited to have the opportunity to influence the direction of the overall project.

*Summer 2007*

**SOCIAL AND ECONOMIC RIGHTS ACTION CENTER, Ogudu, Nigeria**  
**Stephanie Akpa '09**

The Social and Economic Rights Action Center (SERAC) is a non-governmental organization committed to the advancement, promotion and protection of economic, social and cultural (ESC) rights in Nigeria. SERAC advances its human rights agenda through its three programs—the Community Action Program (CAP), the Monitoring and Advocacy Program (MAP), and the Legal Action Program (LAP). Through these programs SERAC enhances the capacity of communities to defend their human rights, educates community members, the international community, civil society organizations, the media, and the bench and bar on ESC rights, and advocates and litigates on behalf of disadvantaged and marginalized groups that are threatened with or have suffered ESC rights violations.

SERAC allows its interns the flexibility to work within its agenda or to construct unique and innovative personal projects that fall in line with its mandate. I chose to do a bit of both. My first few weeks at SERAC were reserved for becoming more intimately acquainted with SERAC's programs, campaigns and initiatives. I assisted the Senior Program Officer in preparing a twelve-year report for the approaching board meeting. This allowed me to review and familiarize myself with the activities of the organization since its inception in 1995. During this initial period I was also invited to meetings with the legal and program officers, consultants, and community leaders regarding one of SERAC's ongoing cases concerning an oil spill that destroyed hundreds of communities along the Nigerian coastline.

After the first project was concluded I was selected to join the Senior Program Officer in designing a two-day ESC rights training session in Ijebu-Ode, a city in the neighboring Ogun State, for Nigeria-based human rights advocates representing various NGOs. I prepared and co-facilitated a detailed presentation defining ESC rights, identifying the legal instruments that house these rights, and discussing strategies for their actualization in the Nigerian context. This project was an intensely engaging learning experience that provided an opportunity for me to travel to a different part of the country.

The remainder of my internship was committed to the completion of a personal community-based project of a legal nature in one of Lagos' many disadvantaged communities. I also worked with the legal and program officers in planning a workshop on the right to adequate housing involving community leaders, legislators, and civil society representatives to be held in Abuja, the nation's capital and a land summit linking community leaders, academia, the media, legal practitioners, and civil society organizations from across the nation.

I have thoroughly enjoyed my experience with SERAC and encourage students who, like myself, are interested in international human rights and international development to apply.

*Summer 2007*

**SOUTH ASIAN HUMAN RIGHTS DOCUMENTATION CENTRE, New Delhi, India**  
**Gabriel Rauterberg '09**

The South Asia Human Rights Documentation Centre (SAHRDC) is an NGO devoted to investigating, documenting and disseminating information on human rights abuses in Southeast Asia. The office of SAHRDC is in New Delhi, India. Having decided to spend my 1L summer doing public interest work, I surveyed the range of options available and their fit with my interests. SAHRDC provides an opportunity to experience international human rights work firsthand within the context of an established human rights organization. India was also of particular interest to me, since I had family there and had heard much of Delhi while growing up. After speaking to former interns who spoke highly of their experience with the organization, I applied.

The work at SAHRDC largely involves preparing reports on different human rights issues, including arbitrary arrests, torture and extrajudicial killings. Research is done through legal databases, search engines and SAHRDC's extensive library of human rights-related materials. This environment was in line with my expectations based on discussions with previous interns. The initiative was left to the individual, supplemented with supervision by the permanent staff. The work is reminiscent of academic research, involving analyzing a variety of sources in order to build a coherent argument on human rights themes.

Because most of the work involves the nations of Southeast Asia, research provides an eye-opening perspective on legal systems drastically different from that of America. For instance, SAHRDC has published a variety of documents on the human rights situation for refugees in India. Research for such publications would entail an in-depth study of Indian refugee law, relevant international instruments, as well as the social and political contexts in which the flight of refugees is situated. Working at SAHRDC thus helps build a knowledge-base regarding other legal systems, which can present an illuminating addition to a legal education focused predominantly on domestic law.

The general living situation and the fascinating society of Delhi make for an engrossing summer. The other interns are largely from American, Canadian or Australian universities and law schools and provide a collegial atmosphere conducive to effective research and an enjoyable out-of-work experience. Delhi is full of interesting activities and inexpensive transportation allows for travel to a variety of locations outside the city. SAHRDC itself provides an excellent opportunity to experience legal research in the area of international human rights and would be a valuable experience for anyone interested in a career in the field.

*Summer 2007*

### **THE CENTRE FOR GENDER, HEALTH, AND JUSTICE, Capetown, South Africa Naomi Shatz '08**

The Centre for Gender, Health, and Justice is an academic research unit at the University of Cape Town that works on violence against women issues from an interdisciplinary background. The Centre focuses on legislative advocacy, academic scholarship, and public education on issues of domestic violence, sexual assault, and sex work. When I arrived at the Centre in June of 2006, Parliament was considering two very important bills, one on human trafficking and a revision to the sexual offences bill that had been passed in the mid-1990s.

Although they did not have a formal internship program, the Centre had hosted American interns in the past, and had three other interns the summer I worked there. Unlike organizations I had worked at with more formal programs, there was no orientation and no set evaluations or meetings with supervisors to discuss how the summer was going. Despite this, the Centre made an effort to take the interns on different field trips to get us out into the city and learn about the issues we worked on first hand. We went to a conference where the Sexual Offences Bill was presented and discussed, and then to Parliament to hear the MPs debate the various provisions of the bill. One day we visited a police station in a gang-controlled neighborhood to find out how the police thought gangsterism could be addressed, and then we went to the opening celebrations for a cervical cancer screening center in one of the townships. In addition to informing the work we were doing on women's issues, these trips got us out of the university office in which we worked and gave us a perspective on the work we were doing that we could not get through academic research.

While I was at the Centre I had two main projects. The first was to write a submission to Parliament on the pending human trafficking legislation, with concerns that we had about the implications the bill might have for sex workers as well as women who were truly trafficked. My supervisor allowed me to write the submission independently and to raise the issues I felt were most important to address before the bill was

passed; she merely reviewed the submission and added the Centre's name to it before we sent it to Parliament. For someone with only a year of law school completed, I felt that the Centre really trusted me to analyze the law well and produce something they would feel comfortable sending to the government. One of the wonderful things about working in a country whose legal system and Constitution are so new, is that it really felt as though NGOs and other groups could have some impact as to how the laws were shaped and interpreted.

My second project was to write an article on gang-related rapes and victim protection. Gangsterism is prevalent in the Western Cape, and some neighborhoods and townships are entirely gang-controlled. Although rape is sometimes used as a tool of gang initiations, and is prevalent outside of organized gang activity, almost no rapes are reported in gang-controlled areas. Because the gangs are so powerful no woman will risk the retaliation that is likely if she reports a rape by a gang member, and this virtual impunity means that gang members are more likely to perpetrate sexual assaults. My task was to research how the United States, another country with high levels of gangsterism and rape, addressed these issues and what South Africa might do to protect women who come forward to report rape.

In addition to allowing me to spend a summer working in a part of the world I had never visited, this internship gave me practical experience working on policy issues, something I had not had the opportunity to do previously. Watching how legislation was developed and thinking about the implications the lawmakers may not have considered when drafting the legislation gave me insight I could bring back and apply in the United States. As someone who wants to pursue a career in women's human rights, the Centre was a fantastic place to begin that work. I would highly recommend the Centre for anyone interested in these issues and looking to obtain a new perspective on how to address them.

*Summer 2006*

### **TRUTH AND RECONCILIATION COMMISSION OF LIBERIA, Liberia Matiangai Sirleaf '08**

Last summer, I worked at the Truth and Reconciliation Commission (TRC) of Liberia. The TRC of Liberia was established under the Truth and Reconciliation Commission Act of June 2005 to promote peace, security, unity and reconciliation among the people of Liberia by dealing with the root causes of the armed conflict and violence that engulfed the nation, resulting in gross human rights violations, between 1979 and 2003. The Truth and Reconciliation Commission was just getting up and running during my internship with the Commission. My duties at the TRC varied extensively depending on what was necessary at the time. Most significantly, I assisted in the designing of the statement taking process of human rights violations in Liberia: contributing to the development of the statement form, creating an aptitude test for potential statement takers, and helping with the selection and training of over 200 statement takers. Additionally, I helped to develop internship guidelines and procedures and assisted with the development of the two-year work plan for the Commission.

I would have to say that my experience far exceeded my expectations. Initially, it was really hard for me to decide what I wanted to do with my summer because all of the international public interest opportunities sounded so good. I am glad that I decided to work at the TRC for a number of reasons. I was afraid that because the Commission was at the beginning stages of its operations there wouldn't be anything substantive for the interns to do. However, this was far from the case. Because the Commission lacked trained and technical staff, "interns" functioned at a level completely different from what one would expect an intern to do. We had a lot of influence and were able to make policy decisions that one would likely not get the opportunity to do at another organization. It was only a matter of time before we realized that all we had to do was to submit a sound proposal of what steps the Commission should be taking regarding x and our proposals were considered and given serious weight and most times adopted.

We worked very closely with the Chairman of the Commission and he served as somewhat of a mentor to me. I think that working at the TRC has given me a better understanding of my career goals. I have been interested in transitional justice issues for some time and the internship allowed me to realize many of my goals and see the intricacies of operating a truth commission. I think that I was prepared to do the work that I was assigned to do because of my previous work with issues of transitional justice and research on truth commissions. However, it is one thing to learn about something in an academic setting and something entirely different to apply that knowledge in a practice. I remember that I was chided by the Chairman because my first assignment was too academic and theoretical and not practical enough. After that mistake, I never got another comment like that. At times I felt definitely ill-equipped for the things that we were delegated to do but I relished the challenge. Also, once I and the other interns put our heads together, we were sure to come up with something that we could all feel proud of.

Looking back I would have tried to settle on my summer plans earlier in the year than I did. I think it would have given me more peace of mind and I would have gone in with a clearer head, but I think that overall it worked out. My only regret is that when I left the Commission still lacked the technical capacity that it needs to carry out its work, and I feel like my departure as well as the other interns left a gaping hole that I am not quite sure how it is going to be filled. I don't think that I would ever want to work in a truth commission on a full-time basis, but working with the TRC allowed me to see how an alternative justice mechanism can help a society rebuild after a traumatic experience like a civil war. In the future, I hope to work at an international tribunal so that I can contrast the two experiences and have a better understanding of international criminal justice.

*Summer 2006*

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## CHAPTER 4

# THE UNITED NATIONS

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Founded in the aftermath of World War II, the United Nations is the single largest intergovernmental organization in the world with 192 member states. The six organs which make up the United Nations are the General Assembly, the Security Council, the Economic and Social Council (ECOSOC), the Trusteeship Council, the International Court of Justice, and the Secretariat. There are also 15 agencies and several programs affiliated with the U.N. called the U.N. Family of Organizations.

The General Assembly is the main deliberative organ of the U.N. and is composed of representatives of all U.N. member states. The Security Council is responsible for the maintenance of international peace and security. The Economic and Social Council is the principal body coordinating the economic and social work of the U.N. and its family of organizations. Seventy percent of the U.N. human and financial resources are under the purview of the Economic and Social Council. The Trusteeship Council was established to supervise the transition of former colonies to self-government, and is now largely inactive. The International Court of Justice settles legal disputes submitted to it by States, and gives advisory opinions on legal questions to the United Nations and its agencies.

The Secretariat, with a staff of approximately 29,000 and offices worldwide, takes care of a range of issues dealing with the management and day-to-day running of the United Nations. Within the Secretariat are the Office of Legal Affairs (OLA), the Department of Political Affairs (DPA), the Department for Disarmament Affairs (DDA), the Department of Peacekeeping Operations (DPKO), the Office for the Coordination of Humanitarian Affairs (OCHA), the Department of Economic and Social Affairs (DESA), and many others shown at [www.un.org](http://www.un.org) (click *Welcome*, then *About the U.N.*, then *Organization Chart of the U.N. System*).

U.N. headquarters are in New York but the U.N. has offices all over the world. Significant operations are carried out at the regional economic commissions in Addis Ababa, Bangkok, Beirut, Geneva, Santiago and Vienna. Official languages of the United Nations are Arabic, Chinese, English, French, Russian, and Spanish; the Secretariat uses two working languages, English and French.

The U.N. family of organizations is comprised of the Secretariat, U.N. programs and funds such as UNEP (U.N. Environment Programme) and UNFIP (U.N. Fund for International Partnerships), and specialized agencies (such as UNICEF, UNDP) that have their own governing bodies and budgets, and set their own standards and guidelines. Many of these are included in the listings that follow.

Additionally, there are numerous subsidiary bodies dealing with legal or related issues within the U.N. system. Many of these meet as committees only several times a year and are staffed by individuals appointed by Member States—either as independent experts or state representatives.

### A. Internships

Internships for law students (and others currently engaged in graduate studies) are available with the U.N. Secretariat, programs, and specialized agencies. The vast majority of U.N.-affiliated organizations hire interns year-round. Summer internships are usually full-time, but it is usually possible to work part-time during the semester. Minimum qualifications include proficiency in one or more U.N. languages and background in the substantive area of the specific organization's work. Most internship positions (including all internships with the Secretariat) are unpaid, although a few organizations provide limited stipends. The minimum duration for U.N. internships ranges between one and three months, while the

maximum duration is usually six months. Because of the U.N. bureaucracy, it is advisable to submit your application for an internship four to eight months before you wish to begin work.

Some affiliated organizations have established internship programs, usually with a centralized application process. Detailed information about such internship programs can usually be found online. Occasionally, application forms can be downloaded from an agency's website or application materials can be sent via email. Where there is a centralized application process, internship applicants have a varying degree of control over the division to which they are assigned. In most cases, applicants are asked to indicate their preferred assignment at the time of application, but are not guaranteed to receive their preference. Because most U.N. organizations are not primarily legal in focus, most internship programs are open to non-law graduate students and undergraduate as well as law students. We have tried to provide information specifically about legal internship opportunities and application processes. Where we have not been able to do so, we urge you to ask whether such opportunities exist, and whether the application process differs from the general one, before submitting your application.

Internships also frequently are possible to arrange with U.N. organizations that do not have established internship programs. We have included some ad hoc internship opportunities and how best to arrange them. Where such information is not provided, you may still be able to arrange an internship by directly contacting the department or individual for whom you wish to work.

The United Nations Headquarters Secretariat Internship Programme is for the United Nations Secretariat New York only and is offered on a two-month basis three times a year: mid-January to mid-March; early June to early August; and mid-September to mid-November. The programme is normally full-time, in the department or office of the Secretariat which has selected them. Go to [www.un.org/Depts/OHRM](http://www.un.org/Depts/OHRM), then click *Internships* and *Headquarters Internship* for a link to the internships website. For further information email [ohrm\\_interns@un.org](mailto:ohrm_interns@un.org).

## **B. Post-Graduate Employment**

The U.N. seeks candidates with extensive international backgrounds. Most of its employees have traveled widely, lived in several countries and are fluent in at least two U.N. languages. Other factors taken into consideration are prior work experiences and relationships with the U.N. as an intern (paid or unpaid), as a consultant, or as an employee or volunteer with an organization that works in partnership with the U.N. Both the substance of your prior work and your established networks are important in obtaining positions in the U.N. system.

Within the United Nations, individuals with legal backgrounds work as specialists in a variety of substantive areas in addition to law. For the most part, legal staffs are small and staff turnover limited. Most legal positions demand specialized knowledge in areas such as public international law, human rights, refugee law, labor law, patent and copyright law, or international criminal law.

There are various paths to working in the U.N.: fixed contracts, competitive examinations, short-term consulting positions, and "young" or "junior professional programs." Because many U.N. organizations prefer to hire professionals with three to five years of experience, opportunities for entry level employment are limited. The hiring processes also take a long time. For example, the hiring process for fixed contracts may take as long as one year.

### **Recruitment of Young Professionals through Competitive Examinations**

In recruiting for professional posts, special attention is paid to the development and maintenance of a proper balance among Member States, some of which have few or none of their nationals on the Professional staff of the U.N. Secretariat. Entry-level posts for junior professionals (P-2) are filled

through competitive recruitment examinations organized on a rotational basis for nationals of inadequately represented Member States. United States citizens are not eligible for these competitive examinations for 2008. The examinations are offered in several occupational groups, including legal affairs, administration, economics, and political affairs. Candidates must be 32 years of age or younger with fluency in either English or French. Be prepared, however, for a long process. From application to selection, the Competitive Exam process takes approximately two years. Additional information, such as country of nationality participation, application form, date of next exam, eligibility, etc., is available on the Internet at [www.un.org/depts](http://www.un.org/depts). Click on the link titled “Office of Human Resources Management” which is located under the Department of Management. Then select *Competitive Examinations and Exams and Tests* for a link to the exams website, or contact:

United Nations, Examinations and Tests Section  
Staff Development Services, Specialist Services Division  
Office of Human Resources Management  
Room S-2590  
New York, NY 10017  
Fax: (212) 963-3683

### **Short-term Consultancies**

For those with limited professional experience, short-term consultancies and jobs with “field operations” are usually the best ways to break into the U.N. system. Interested candidates may consider going to the city where you plan to work and spending several weeks doing intensive networking.

### **Young Professional Programs**

In some cases, it is also possible to find employment through “Associate Expert” programme or “Young Professional” programs run by specialized agencies. Once again, the hiring process often is a slow one. A small number of these programs are open to applicants of all nations and are geared toward recruiting and grooming career staff for the agency in question. A larger number of training programs are more limited in scope: restricting participation to citizens of nations willing to fund their participation or from developing nations and typically offering “training” positions of two years duration. Specific information about these programs is provided in the organizational listings.

Relevant academic training, language skills and international work experience are prerequisites for most U.N. professional positions. As previously stated, spoken and written command of at least two of the official U.N. languages is often required. Fluency or proficiency in other languages such as Portuguese is often desired, depending on the location and nature of the agency or program. For lawyers, knowledge of French and/or Spanish (plus English) is especially valuable. In addition, work experience in the developing world is highly desirable and, in many cases, indispensable.

Most U.N. agencies post job vacancies on their websites; the subsequent organizational listings provide directions for accessing such information. Listed below are other useful resources for U.N. employment.

- The homepage of the **Office of Human Resources Management (OHRM)**, which is responsible for hiring within the U.N., has links to U.N. job listings and other useful information. Go to [www.un.org](http://www.un.org), click, *Welcome*, then *About the United Nations*, then *Employment Opportunities* or visit [www.jobs.un.org](http://www.jobs.un.org). By mail, write to: United Nations, Staffing Service, Professional and above Staffing Section, Room S-2475, United Nations, New York, NY 10017 or email [staffing@un.org](mailto:staffing@un.org).

- The **International Civil Service Commission**, which regulates and coordinates hiring and employment policies for U.N. affiliated organizations, posts vacancy announcements by agency, as well as information on personnel and related policies. On <http://icsc.un.org/>, click *Links to Job Opportunities in the U.N. System* in the drop down box to view vacancy listings by organization. For information on **vacancies in peacekeeping field missions**, go to [www.jobs.un.org](http://www.jobs.un.org) and click on *United Nations Peace Operations*.
- The **Bureau of International Organization Affairs** at the U.S. Department of State, which is responsible for coordinating the federal government’s participation in the U.N. and for managing an information and recruitment program, posts a list of vacancies at the U.N. and other international organizations on its website. Go to the *Careers* heading on [www.state.gov](http://www.state.gov) and click *International Organizations*. Most federal employees are eligible by law to be “detailed or transferred” to an international organization for a period of up to five years—and in certain instances up to eight years—with reemployment rights to their respective federal agencies, continuity of service and protection of fringe benefits. This is subject to prior approval by the federal agency concerned. For more information, federal employees should contact the Department of State, U.N. Employment Information and Assistance Unit (IO/S/EA), Rm. 4808, Washington, DC 20520.
- **United Nations Volunteers (UNV)** recruits individuals for short-term assignments in developing nations related to humanitarian relief and rehabilitation, human rights, electoral and peace-building processes, and technical cooperation. Compensation and eligibility requirements vary, though some relevant experience is usually required. See [www.unv.org](http://www.unv.org) for detailed information. The Peace Corps, which administers UNV recruitment for U.S. citizens, seeks experienced volunteers for two-year assignments. Shorter assignments are available for those with experience in humanitarian relief. From [www.peacecorps.gov](http://www.peacecorps.gov), click *Apply Now*.
- **Women Watch**, [www.un.org/womenwatch/](http://www.un.org/womenwatch/), lists all gender-related vacancies within the U.N. system.

### C. Resources and Contact Information

- For brief summaries about the membership, structure and function of the U.N. and affiliated organizations, go to the website of the United Nations Association of the United States of America, ([www.unausa.org](http://www.unausa.org)), and click *Publications*, then *Fact Sheets*, then *The United Nations at a Glance*.
- A great source for in-depth information about the structure, functions, and operations of the organizations that make up the United Nations is *Basic Facts about the United Nations*, published by the U.N. Department of Public Information. To order the book online, go to [www.un.org](http://www.un.org), click *Welcome*, then *Publications, Stamps, Databases*, then *Sales Publications*, then run a search for “Basic Facts about the United Nations.” There is also a copy in the CDO library.
- For links to law-related activities within the United Nations, go to [www.un.org](http://www.un.org), click *Welcome*, then *International Law*.

## D. Organizational Listings

The organizational listings in this chapter describe specific employment opportunities within the Office of the Legal Affairs (OLA) and several of the programs and specialized agencies of the United Nations. The OLA has been described first because its size and function make it one of the most important legal offices within the U.N. structure. We have tried to focus on opportunities that would be of interest to law students and recent law school graduates, but we have not described all U.N. organizations where legal or related work is done. For example, because they are largely staffed by individuals appointed by Member States, and may only convene several times a year, we have not addressed opportunities for permanent employment or internships within the many subsidiary committees, commissions, working groups, special rapporteurs, and other bodies that relate to law, such as the International Law Commission, the Sixth Committee of the General Assembly, and the U.N. Commission on International Trade Law. Enterprising law students and graduates may well be able to arrange internships and other employment opportunities with such bodies.

We have also excluded discussion of a number of organizations affiliated with the U.N., including the International Maritime Organization (IMO), the United Nations Population Fund (UNFPA), the United Nations Industrial Development Organization (UNIDO), the United Nations Institute for Training and Research (UNITAR), the Universal Postal Union (UPU), the World Food Programme (WFP), and the World Meteorological Organization (WMO). Generally, small professional staffs, technical subject matter, or citizenship issues limit opportunities for U.S. law students and lawyers in these organizations.

### The Office of Legal Affairs (OLA)

#### Contact Information:

Legal Internship Enquiries  
Internship Programme Office  
U.N. Secretariat  
Room S-2500F  
New York, NY 10017  
Fax: (212) 963-9514  
OHRM\_interns@un.org

**OLA Website:** <http://untreaty.un.org/ola/>

**Internship Information:** [www.un.org/Depts/OHRM/sds/internsh/index.htm](http://www.un.org/Depts/OHRM/sds/internsh/index.htm)

**Description:** The OLA is the legal arm of the U.N. Secretariat. It is headed by an Under-Secretary General for Legal Affairs, known as the Legal Counsel. Lawyers in this office are known as Legal Officers. OLA is divided into the following units: the Office of the Legal Counsel (OLC), the General Legal Division (GLD), the Codification Division (COD), the Division for Ocean Affairs and the Law of the Sea (DOALOS), the International Trade Law Division (ITLD), and the Treaty Section (TREATY). There are approximately 165 staff members on OLA, half of which are attorneys, while the remaining members are legal and technical support staff as well as administrative staff.

The **Office of the Legal Counsel (OLC)** coordinates legal advice and services to the United Nations as a whole. It provides assistance in interpreting the U.N. Charter and in interpreting and drafting a variety of rules of international public law, including international criminal and humanitarian law, United Nations resolutions and regulations, and the Convention on the Privileges and Immunities of the United Nations. OLC also prepares agreements and other legal instruments regulating relations of the United Nations with Member States, intergovernmental organizations, nongovernmental organizations, and other legal entities.

The **General Legal Division** (GLD) deals primarily with preparing legal opinions, studies and advice on the administrative law of the Organization, on international private law and on United Nations resolutions. GLD also prepares studies on relevant Articles of the U.N. Charter for the Repertory of Practice of United Nations Organs. Another function is representing the Secretary-General before the United Nations Administrative Tribunal (UNAT), an internal recourse procedure for members of the Secretariat with claims against the Organization, and other bodies in commercial and other disputes relating to matters upon which the Division provides advice.

The **Codification Division** provides legal assistance to U.N. organs on the codification and development of international law. In particular, this division often advises the International Law Commission, the Legal Committee of the General Assembly (the Sixth Committee) and the Special Committee on the Charter of the United Nations and on the Strengthening of the Role of the Organization.

The **Division for Ocean Affairs and the Law of the Sea** provides States and intergovernmental organizations a range of legal and technical services, such as information, advice and assistance as well as conducting research and preparing studies, relating to the United Nations Convention on the Law of the Sea (UNCLOS) and related agreements. The Division provides substantive servicing to the bodies established by UNCLOS and to the General Assembly, in the area of ocean affairs and the law of the sea. It also provides training, fellowship, and technical assistance in this field.

The **International Trade Law Division** (ITLD) provides secretariat and legal research services, collects and disseminates information on international trade law, and provides support to technical cooperation activities and training/assistance involving international trade law. The ITLD acts as secretariat of and provides legal research services to the United Nations Commission on International Trade Law (UNCITRAL) and its subsidiary bodies. ITLD, which is located at U.N. Headquarters in Vienna, is excluded from the New York Headquarters Internship Programme. For further information of the Internship Programme at ITLD go to [www.uncitral.org/uncitral](http://www.uncitral.org/uncitral), then click *About UNCITRAL* then *Vacancies and Internships*.

The **Treaty Section** analyzes, registers, files, records, and publishes treaties and other international agreements, and collaborates in the drafting of final clauses of treaties and agreements.

**Internship Opportunities:** OLA accepts interns with a legal background or other relevant background, every year for unpaid internships. The normal duration of an internship is two months, which can be extended for an additional two months. The total duration may be exceptionally extended to a maximum of six months when there are special academic requirements or special needs of the receiving department/office. Eligible candidates interested in doing an internship at the United Nations Headquarters in New York can apply by visiting the United Nations Human Resources website, also known as “Galaxy” at [www.jobs.un.org](http://www.jobs.un.org).

All applicants are strongly encouraged to apply online as soon as possible after the vacancy has been posted and well before the deadline stated in the vacancy announcement. Be sure to specify your legal background and your desire to work with the OLA. The deadline for the current application session will be stated on the website. Generally, deadlines will be around four months before the start of the Internship Session:

End January: Deadline for the Summer Session (early June to early August)

Mid May: Deadline for the Fall Session (mid September to mid November)

Mid September: Deadline for the Spring Session (mid-January to mid March)

**Post-Graduate Opportunities:** The usual route to entry level employment with OLA is through the competitive examination process. For information about the competitive examination and other employment procedures within the Secretariat, see [www.un.org/Depts/OHRM](http://www.un.org/Depts/OHRM).

## Food and Agriculture Organization (FAO)

### Contact Information:

Food and Agriculture Organization  
Viale delle Terme di Caracalla  
00153 Rome, Italy  
Tel: (+39 06) 57051  
[www.fao.org](http://www.fao.org)

**Description:** FAO was founded to raise levels of nutrition and standards of living, to improve agricultural productivity and to better the condition of rural populations. Based in Rome, Italy, FAO also has five regional offices, nine sub-regional offices, six liaison offices and over 90 country offices. FAO's Legal Office provides in-house counsel, gives legal advisory services, assists in the formulation of treaties on food and agriculture, publishes legal studies and maintains a database containing national legislation and international agreements concerning food and agriculture. Currently, the FAO Legal Office has approximately 15 lawyers, including staff and consultants. The Organization as a whole has approximately a half dozen other lawyers working in areas such as the Personnel Division, the Right to Food Unit and the Procurement Service.

The FAO Legal Office consists of legal officers, support staff, volunteers and consultants (approximately 15 of which are lawyers). The FAO working languages are English, French, Spanish, Arabic, Chinese and Russian.

**Internship Opportunities:** Candidates must be citizens of an FAO member country and fluent in English, French or Spanish; fluency in a second language is an asset. For a list of member countries, please visit: [www.fao.org](http://www.fao.org), then select *About FAO*; then *Mission, Constitution and Governance*; and then *Member Nations*. Final-year law students and law graduates are given priority.

Candidates for internships with the Legal Office are required to provide 1) a copy of a current CV; 2) a writing sample, not exceeding two pages, in any one of the Organization's official languages on a topic of legal relevance; 3) a written proposal (maximum two pages) for an assignment, describing the objectives and the expected results of the voluntary work with the FAO Legal Office; 4) a completed and signed personal history form (available from [www.fao.org](http://www.fao.org), click on *About FAO*, click on *Employment*, click on *FAO Volunteer Programme*); 5) a letter of recommendation from a reputable source (e.g. university professor); and 6) the period and length of time the proposed intern can commit to (minimum six weeks, maximum six months).

If accepted to the internship programme candidates must provide a recent medical certificate stating that they are fit and able to work. Accommodation and travel costs are not provided and assignments are unpaid. Interns must wait six months after finishing their internships before they can be considered for any other position or consultancy at FAO. More information is available by selecting the *Volunteer Programme* link mentioned above. Applicants may submit their applications via email to [DevLaw@fao.org](mailto:DevLaw@fao.org) or by mail to the FAO Legal Office at the above address.

**Post-Graduate Opportunities:** The FAO requires at least three years of relevant professional experience for entry-level positions. All job vacancies for the FAO are posted on its website at [www.fao.org](http://www.fao.org). Follow the *About FAO* and *Employment* links to find a listing of employment opportunities.

## International Atomic Energy Agency (IAEA)

### Contact Information:

International Atomic Energy Agency  
Wagramer Strasse 5  
P.O. Box 100  
A-1400 Vienna, Austria  
Tel: (43 1) 2600-0  
Fax: (43 1) 2600-7  
[www.iaea.org](http://www.iaea.org)  
[official.mail@iaea.org](mailto:official.mail@iaea.org)

**Description:** The IAEA is an independent intergovernmental organization in the U.N. family. The IAEA is the world's center of cooperation in the nuclear field and works with its Member States and multiple partners worldwide to promote safe, secure and peaceful nuclear technologies. Through its role as the world's nuclear inspectorate, the IAEA is the organization which verifies that the "peaceful use" commitments made by States under the 1970 Non-Proliferation Treaty are kept. Headquartered in Vienna, the IAEA also has liaison offices in New York, NY and Geneva, Switzerland, laboratory and research centers in Austria and Monaco, (and Italy), and safeguard offices in Canada and Japan. The Office of Legal Affairs, comprised of 15 attorneys, provides advice internally and to the various policy-making organs of the IAEA. Though the IAEA has a number of regional (and field) offices, all legal work is handled by the Office of Legal Affairs in Vienna. The IAEA's official languages are Arabic, Chinese, English, French, Russian and Spanish. Its working language is English.

**Internships:** The IAEA's official internship programme accepts a limited number of interns each year, with the Office of Legal Affairs generally accepting a total of three throughout the year. The internships can last from one month to one year with the average lasting three to four months. In order to be eligible, a student must be at least 18 years old and have completed at least two years of undergraduate studies. A law student interested in working with the Agency should complete a Personal History Form for Internships (downloadable from the website), and submit it along with a cover letter, two signed letters of recommendation, and a copy of an academic transcript to Director, Division of Human Resources at the above address. For information and to download the Personal History Form, please go to the website and click *About IAEA*, *Jobs at IAEA* then *Internships*, or contact the Division of Human Resources at [official.mail@iaea.org](mailto:official.mail@iaea.org).

**Post-Graduate Opportunities:** Generally, the Office of Legal Affairs does not hire at the entry level. Most legal positions require 5 to 10 years of professional experience. The Junior Professional Officer Program (JPO) may be of interest to individuals below the age of 32 from developing countries or a limited number of other participating countries. The United States sponsors U.S. JPOs; Susan Pepper is the U.S. contact at Brookhaven National Laboratories. Candidates should have at least two years of professional experience in addition to a graduate degree. Only limited program information is available online—from the IAEA homepage, go to *About IAEA*, then *Jobs@IAEA*, and then *JPO Programme*. For information about the JPO, contact the IAEA Division of Personnel at [official.mail@iaea.org](mailto:official.mail@iaea.org).

## International Fund for Agricultural Development (IFAD)

### Contact Information:

International Fund for Agricultural Development  
Via Paolo di Dono, 44  
00142 Rome, Italy  
Tel: (39 06) 54-591  
Fax (39 06) 50-43-463  
www.ifad.org  
ifad@ifad.org

**Description:** The International Fund for Agricultural Development (IFAD), a specialized agency of the United Nations, was established as an international financial institution in 1977 as one of the major outcomes of the 1974 World Food Conference. The Conference was organized in response to the food crises of the early 1970s that primarily affected the Sahelian countries of Africa. The conference resolved that “an International Fund for Agricultural Development should be established immediately to finance agricultural development projects primarily for food production in the developing countries.” One of the most important insights emerging from the conference was that the causes of food insecurity and famine were not so much failures in food production, but structural problems relating to poverty and to the fact that the majority of the developing world’s poor populations were concentrated in rural areas. The mission of IFAD’s 165 member states is to help improve the food production, nutrition, and income of the rural poor in developing countries.

**Internship Opportunities:** IFAD accepts approximately 25 interns each year. Law students will be accepted depending on the needs of the departments. Internship assignments will be limited to a period of six months. IFAD provides interns without other funding \$600 per month for living expenses. To be eligible for an internship, an applicant should not be more than 30 years old, and must be currently enrolled in a recognized university or graduate school. Spouses, sons, daughter, brothers, or sisters of IFAD staff will not be considered eligible for the internship program.

Selection for internships is made on a rolling basis, and applications must be sent to IFAD’s personnel office. Applicants should specify their interest in working in the Legal Office on their application. For further information about the internship program and to view detailed information about the application process, click *Job Opportunities* on IFAD’s homepage, then *Internship Programme*, or email inquiries to ifad@ifad.org.

**Post-Graduate Opportunities:** The Associate Professional Officer (APO) Program is open to young professionals from participating countries with degrees in relevant fields, including law. APOs work for one year with the possibility of an extension. Candidates with legal background may work for the Legal Office of the General Counsel of IFAD, and should specify their interest on the application. Applicants are sponsored and financed by their respective governments and application materials must be sent directly to the relevant government. The nations that participate in the APO program are Belgium, Denmark, Finland, France, Germany, Italy, Japan, The Netherlands, Norway, Sweden, Switzerland and the United States. Some donors have been willing to sponsor candidates from developing countries, leading to broader diversity of APO nationalities. Proficiency in one of the IFAD’s official languages: English, French, Spanish, Arabic, is a requirement and a working knowledge of English is essential.

**Application Process:** The agreed donor government will publish the job description in the form of a vacancy announcement through its own network. Nationals of sponsoring countries who consider themselves eligible may obtain information on the vacancy and/or send their applications to the relevant

government office. Candidates from developing countries follow the same procedure. The donor country establishes a short-list of selected candidates meeting the basic requirements of the vacancy announcement and submits their applications and personal data to the Human Resources Division for review. IFAD reviews the applications and candidates are called for interview where a final selection is made. The name of the selected candidate is then transmitted to the sponsoring donor.

For further information on eligibility and application requirements, click *Job Opportunities* on IFAD's homepage, then *APO Programme*. For individuals interested in positions that require more experience, click *Job Opportunities* on IFAD's homepage. All applicants **must** fill out a personal history form (located under the *Job Opportunities* section).

## International Monetary Fund (IMF)

### Contact Information:

International Monetary Fund  
700 19th Street NW  
Washington, DC 20431  
Tel: (202) 623-7422  
Fax: (202) 623-4661  
www.imf.org

Kristen Donaldson  
Assistant to the Senior Personnel Manager  
Legal Department, IMF  
kdonaldson@imf.org

**Description:** The IMF seeks to promote international monetary cooperation and stability, especially in developing countries undergoing balance of payments difficulties. It appraises exchange rate policies in light of each country's general economic situation, provides technical expertise and aid, and extends credits and loans totaling billions of U.S. dollars to support economic adjustment and reform—including its often controversial “bailouts” of ailing national economies.

The IMF is headquartered in Washington, DC with offices in Africa, Asia, and Europe. The Legal Department has approximately 40 lawyers. The Legal Department advises IMF management, the Executive Board, and the staff on the applicable rules of law. It prepares most of the decisions and other legal instruments necessary for the IMF's activities. The department serves as counsel to the IMF in litigation and arbitration cases; provides technical assistance on legislative reform of national laws in areas such as insolvency, bankruptcy, secured transactions, anti-money laundering and public or corporate governance; assesses the consistency of laws and regulations with selected international standards and codes; responds to inquiries from national authorities and international organizations on the laws of the IMF; and arrives at legal findings regarding IMF jurisdiction on exchange measures and restrictions. Professional legal experience in national and international law is required, and an LLM degree is preferred. English is the working language of the IMF.

**Internship Opportunities:** The Legal Department seeks interns with background in international law; knowledge of economics is helpful. Internships are for 10 to 13 weeks, and are paid. Interns are required to be from IMF Member Countries (U.S. is a member country). For an online application, go to [www.imf.org](http://www.imf.org), select *Job Opportunities* (twice) then *IMF Internship Program*. Applicants should indicate their interest in interning for the Legal Department in the comments box, since applicants are typically applying for economist internships.

**Post-Graduate Opportunities:** The IMF does not hire attorneys at the entry level; positions within the Legal Department generally require three to five years of prior legal experience. For information on vacancies, select the *Job Opportunities* link from the homepage, or contact Ms. Donaldson, ASPM.

## **International Telecommunications Union (ITU)**

### **Contact Information:**

International Telecommunications Union  
Place des Nations  
CH-1211 Geneva 20, Switzerland  
Tel: (41 22) 730-5111  
Fax: (41 22) 733-7256  
Email: [itumail@itu.int](mailto:itumail@itu.int)  
[www.itu.int](http://www.itu.int)

**Description:** The ITU is an agency created to encourage and coordinate global telecommunications development, cooperation and standardization. Headquartered in Geneva, the ITU is made up of three main sectors, including the Radiocommunication Bureau, the Telecommunication Standardization Bureau, and the Telecommunication Development Bureau.

The Legal Affairs unit deals with the general legal affairs of the agency including studying and interpreting legal documents and treaties, providing legal advice to the Secretariat, and representing the Union at conferences and meetings with other organizations. The ITU currently employs four attorneys.

**Internship Opportunities:** ITU runs a non-remunerated internship program. The program is open to all graduate, law, and undergraduate students from ITU's 191 member states (including the United States). Candidates are selected in response to specific needs identified within ITU departments. Interested students can find an application form online at [www.itu.int/employment/stages.html](http://www.itu.int/employment/stages.html). Those with questions can email the Administration and Finance Department at [HumanResources@itu.int](mailto:HumanResources@itu.int).

**Post-Graduate Opportunities:** The ITU does hire entry level candidates, but positions are extremely limited. Candidates interested in the legal aspect of the ITU should have a background in international law and telecommunications law. For general application information, click *About Us*, then *Careers and Recruitment* on the ITU homepage.

## Office of the United Nations High Commissioner for Human Rights (OHCHR)

### Contact Information:

OHCHR-UNOG  
Palais des Nations, 8-14 Avenue de la Paix  
CH-1211 Geneva 10, Switzerland  
Tel: (41 22) 928 96 11  
Fax: (41 22) 928 90 24  
internship@ohchr.org  
www.ohchr.org

**Description:** The OHCHR coordinates and supports human rights activities within the U.N. by promoting the development of new human rights norms, monitoring and publicizing human rights problems, and working to improve human rights infrastructure and education worldwide. Most OHCHR functions are carried out from Geneva, Switzerland, although it also maintains an office at U.N. headquarters in New York. In addition, OHCHR maintains a regional and field presence at locations throughout Africa, Asia, the Middle East, Latin America, and the Caribbean.

**Internship Opportunities:** The OHCHR regularly hires unpaid graduate student-enrolled for post-graduate studies-interns for three to six months. Interns engage in many activities, including researching human rights issues, drafting analytical papers and reports, providing substantive and technical services for meetings, and fact-finding and technical cooperation activities. Internships are competitive, and human rights background is a plus. Language ability in two of the six U.N. languages (French, English, Spanish, Arabic, Russian and Chinese) is required, as is sponsorship by the academic institution in which the applicant is enrolled.

Interns are selected twice a year: in May/June for the July 1-September 30 and October 1-December 31 periods; and in November/December for the January 1-March 31 and April 1-June 30 periods. Closing dates for applications are April 30 for the May/June selection period.

For more information and access to the application form, go to [www.ohchr.org](http://www.ohchr.org), *About us*, then *Work and Studies Opportunities* and *Internship Programme* from the OHCHR homepage. Students can also contact Florence Blancher, Internship Coordinator, at (41 22) 928-9611, or [internship@ohchr.org](mailto:internship@ohchr.org) with questions concerning the application process. However, please be sure to first visit the website.

**Post-Graduate Opportunities:** To view current job postings and access application forms, click *Work and Studies Opportunities* from the OHCHR homepage.

## United Nations Children’s Fund (UNICEF)

### Contact Information:

UNICEF House  
3 United Nations Plaza  
New York, NY 10017  
Tel: (212) 326-7000  
Fax: (212) 887-7465  
www.unicef.org

**Description:** UNICEF seeks to help children, especially those in developing countries, through community-based projects to improve primary health care and access to safe water, sanitation, nutrition, and basic essentials. UNICEF has the global authority to influence decision-makers, and the variety of partners at the grassroots level to turn the most innovative ideas into reality. UNICEF, which has its headquarters in New York, is made up of approximately 10,000 people. There are also nine HQ and regional locations offices and as many as 161 duty stations. As many as 86% of the worldwide UNICEF posts are in the field. There are no specifically legal posts at UNICEF. Attorneys work throughout the organization primarily in the policy department, and/or child protection programmes. The official languages of UNICEF are English, French, and Spanish.

**Internship Opportunities:** UNICEF offers an internship program to qualified currently-enrolled graduate students at both the headquarters and country offices. While internship positions at UNICEF are not purely legal in nature, in the past, law students have worked on law-related issues.

Internship positions are unpaid and typically last six to 16 weeks. Fluency in English and another U.N. working language (i.e., French or Spanish) is required. Applications for internship must be supported by a university professor. To access information on internships, click *Job Seekers* from the UNICEF homepage, then *Internship Programme*. The deadline for the January-May internship is October 1; the deadline for the June-August internship is March 1; and the deadline for the September-December internship is July 1.

Interested eligible candidates (eligibility criteria can be found by selecting *Job Seekers* then *Internship Programme* from the homepage) must fill an application form and specify clearly if the internship is for an assignment at Headquarters–New York or in another field duty station. If applying to more than one location outside New York, applicants are required to list a maximum of three duty stations. The application must be accompanied by an up-to-date CV/personal history form (click *How to Apply* from the *Employment* page).

Internships in New York use a different application form than internships in UNICEF’s country offices. Both typically take summer interns. A list of addresses of UNICEF country offices is available on the UNICEF website through the *Info by Country* link. To access the online applications, click *Job Seekers* on the homepage, then *Internship Programme*, then *Forms*. Applications for both HQ as well as field locations should be submitted by email to [internships@unicef.org](mailto:internships@unicef.org). For country offices, also send a copy of the application to the head of the field office directly.

**Post-Graduate Opportunities:** UNICEF does hire at the entry level, although some years of relevant professional experience are required. Entry level positions are posted on the UNICEF website (click *Job Seekers* then *Current Vacancies*). The UNICEF website also contains information on the Junior Professional Programme, which seeks to recruit young talents with the potential to grow into managerial and leadership positions. For information select *Job Seekers* from the UNICEF homepage, *Junior*

*Professional Programme* and then *Current Vacancies*. Note that fluency in English and another working language (Arabic, Chinese, French, Portuguese, Russian, or Spanish) is required for all positions.

## **United Nations Development Programme (UNDP)**

### **Contact Information:**

United Nations Development Programme  
One United Nations Plaza  
New York, NY 10017  
Tel: (212) 906-5000  
Fax: (212) 906-5364  
[www.undp.org](http://www.undp.org)

**Description:** The UNDP provides development advice, advocacy and grant support to developing countries and coordinates the development work of all U.N. and related agencies. Funded by voluntary contributions, UNDP works with donor countries, beneficiary governments, multinational development and financial institutions, and nongovernmental organizations. While New York is the location of UNDP administrative headquarters and of regional geographic and issue-focused bureaus, much of the design and management of project work takes place in the 166 country offices. Key issues currently include: democratic governance, poverty reduction, crisis prevention and recovery, energy and environment, and HIV/AIDS. UNDP also oversees the United Nations Volunteers, the special unit for technical cooperation among developing countries, the United Nations Capital Development Fund and the United Nations Development Fund for Women.

At its New York headquarters, the Legal Support Office advises the UNDP on institutional, commercial, and policy oriented legal questions, as well as on human resources legal matters. The office was established in 2000 and has eight lawyers and two legal assistants. The official languages used by the UNDP are English, French, Spanish, Arabic, Chinese and Russian.

**Internship Opportunities:** The Legal Support Office accepts one or two, (preferably second or third year) law students as interns. Interns are hired for the fall, spring, and summer periods, and are expected to work from six weeks to three months. Interns must have a written and spoken proficiency in at least two of the six working languages used by UNDP; fluency in other languages is an asset. For information, please visit the Internship website at [www.undp.org/internships/](http://www.undp.org/internships/) or write:

United Nations Development Programme  
Michele Jack  
Internship Coordinator  
Legal Support Office  
304 East 45<sup>th</sup> St., 8<sup>th</sup> floor  
New York, NY 10017  
Tel: (212) 906-5501  
Fax: (212) 906-6911

Other bureaus and country offices also accept interns; these positions vary considerably in length and type of work. UNDP programs are highly decentralized, so having a particular geographic or subject matter interest will make it easier for you to be directed to the department that is the right fit for you. Candidates should submit a completed application form (available from the *Work for UNDP* website) to the office they wish to work for. For further information, including the contact information for the various country offices and bureaus, please visit the Internships website.

**Post-Graduate Opportunities:** U.S. citizens must be creative and patient in order to find paid employment with UNDP at the entry level. The Legal Affairs office usually requires at least three years relevant legal experience. Some recent graduates may find attractive short-term opportunities through the UN Volunteer program at [www.unv.org](http://www.unv.org).

Non-U.S. citizens may be eligible for the Junior Professional Officers Programme, which is a highly competitive program for young professionals (usually under 32 years of age) interested in careers in development. U.S. citizens are not eligible for this program. For further eligibility and application information, please visit the *Junior Professional Officers Programme* website at [www.jposc.org/](http://www.jposc.org/).

For non-entry level jobs, the Leadership Development Program (LEAD), which is open to U.S. citizens, accepts approximately 12-20 individuals per year for a training and work program geared towards grooming high-level career staff for UNDP. Candidates must have a minimum of three years work experience in a field related to development, and must be proficient in French, Spanish, Arabic or Russian in addition to English. For details, please visit the *Leadership Development Programme* website at [www.undp.org/lead/](http://www.undp.org/lead/).

Additionally, access the UNDP Job Site to view job openings at <http://jobs.undp.org/>. Most of the job openings likely to interest recent law graduates are in the category of *Democratic Governance*. Language requirements for these positions vary but generally require English, French, Spanish, Russian, or Arabic. Jobs in this category generally require comprehensive knowledge and expertise in a specific subject area and an advanced degree in a specified field, but do not have stated prerequisites of a given number of years of prior professional experience.

## United Nations High Commissioner for Refugees (UNHCR)

### Contact Information:

United Nations High Commissioner for Refugees  
C.P. 2500  
1211 Geneva 2, Switzerland  
Tel: (41 22) 739-8111  
[www.unhcr.org](http://www.unhcr.org)

1775 K Street NW, Suite 300  
Washington, DC 20006  
Tel: (202) 296-5191  
Fax: (202) 296-5660

**Description:** The UNHCR provides assistance and protection to refugees worldwide, facilitating their return home or settlement in another country. UNHCR has a staff of approximately 6,540 and maintains headquarters in Geneva, Switzerland. The UNHCR has offices in 116 countries worldwide. The Washington, DC office has a total staff of 20, four of whom are attorneys. Attorneys in DC do policy and casework on both the domestic and international levels. All attorneys work in the Legal Unit. For a complete listing of UNHCR offices and contact information, click “*Contact us*” from the homepage.

**Internship Opportunities:** The UNHCR in Washington, DC offers unpaid internships for 1-2 law students during the summer and academic year. Interns work with four protection officers in all aspects of the organization’s work, although they do not participate in travel missions. To apply, send a letter, resume, and writing sample to Legal Intern Coordinator, at the Washington, DC address or email to [fadakar@unhcr.org](mailto:fadakar@unhcr.org). For information on internships in Geneva and worldwide, please go to [www.unhcr.org](http://www.unhcr.org), and click *Administration*, then *Internships*.

**Post-Graduate Opportunities:** UNHCR offers employment opportunities directly through its International Professional Roster (IPR) and through external vacancy notices. The IPR is a program to recruit entry-level UNHCR personnel. Information is available on the UNHCR homepage, by clicking *Administration*, then *Careers*, and then *UNHCR International Professional Roster*. In addition, current vacancies open for external recruitment are available by clicking *Administration*, then *Careers*, then *Vacancy Announcements*, from the homepage.

Other opportunities to work with UNHCR include:

- **The Junior Professional Officer (JPO) Program**—a two-year program administered by the United States Department of State that allows U.S. nationals to work within UNHCR in entry-level positions. Individuals who are not U.S. nationals should refer to UNHCR’s website for information about similar programs their countries may offer. Information is available at: [www.unhcr.org](http://www.unhcr.org) by clicking *Administration*, *Careers*, and then *JPO Program*.
- **The International Catholic Migration Commission (ICRC)**—a short-term deployment scheme (usually three months to a year) to an UNHCR office overseas to assist with refugee resettlement caseloads. Information is available at: [www.icmc.net](http://www.icmc.net), and by clicking *Programmes & Operations*, then *ICMC-UNHCR Resettlement Deployment Scheme*.
- **UNHCR’s Refugee Status Determination Unit (RSD Unit)**—a short-term deployment scheme to assist with refugee status determination projects in UNHCR offices overseas. Information is available at: [www.unhcr.org/cgi-bin/txis/vtx/protect?id=3d3d26004](http://www.unhcr.org/cgi-bin/txis/vtx/protect?id=3d3d26004)
- **The U.N. Volunteer Program**—a program that provides opportunities to volunteer with U.N. agencies in one’s own country or overseas, including opportunities for placement in UNHCR offices. Information is available at: [www.unv.org/](http://www.unv.org/).

## World Bank Group

### Contact Information:

The World Bank  
1818 H Street NW  
Washington, DC 20433  
Tel: (202) 473-1000  
Fax: (202) 477-6391  
[www.worldbank.org](http://www.worldbank.org)  
[www.worldbank.org/ida](http://www.worldbank.org/ida)  
[www.miga.org](http://www.miga.org)  
[www.worldbank.org/icsid](http://www.worldbank.org/icsid)  
[www.ifc.org](http://www.ifc.org)

Legal Department Recruitment Committee  
[legalrecruitment@worldbank.org](mailto:legalrecruitment@worldbank.org)

**Description:** Headquartered in Washington, DC, the World Bank Group has offices in over 100 countries. Financially independent of the U.N., the World Bank Group’s core business is to lend money to developing countries and offer a wide variety of financial, legal, and technical services. The World Bank is a vital source of financial and technical assistance to developing countries around the world. It is made up of two unique development institutions owned by 185 member countries—the International Bank for Reconstruction and Development (IBRD) and the International Development Association (IDA). Each institution plays a different but supportive role in the Bank’s mission of global poverty reduction and the improvement of living standards. The IBRD focuses on middle income and creditworthy poor countries,

while IDA focuses on the poorest countries in the world. Together they provide low-interest loans, interest-free credit and grants to developing countries for education, health, infrastructure, communications and many other purposes. The World Bank Group also has three affiliates: the International Finance Corporation (IFC), the Multilateral Guarantee Agency (MIGA), and the International Centre for Settlement of Investment Disputes (ICSID). The legal department of the IBRD has approximately 125 attorneys; the IFC has approximately 90 attorneys; ICSID has about eight attorneys; and MIGA has about seven attorneys.

**Internship Opportunities:** Both legal and non-legal internship positions are available at the World Bank Group. The ICSID and IFC rarely take interns so it is best to apply to either IBRD/IDA or MIGA. For more information about the internship program and to apply for an internship with the IBRD, IDA or MIGA, click *Resources for Job Seekers* from the IBRD homepage at [www.worldbank.org](http://www.worldbank.org), and then click *Employment Opportunities* and then *Bank Internship Programs*. Students pursuing joint degrees in economics, finance, human development (public health, education, nutrition, population, etc.), social sciences, or private sector development are especially encouraged to apply. The World Bank Internship Program is offered in two seasons, summer (June-September) and winter (December-March). The application period for applications to the summer program is December 1 to January 31, and the application period for the winter program is September 1 to October 31.

**Post-Graduate Opportunities:** When hiring, the legal departments of the World Bank Group are usually interested in applicants with a law degree and at a mid-level position in their careers (minimum of five years of relevant experience). For the IBRD, IDA, ICSID and MIGA, position vacancies and a description of the application process are available from the *Resources for Job Seekers* page. The IFC website also has a *Career* link, which lists all its vacancies. However, law students with previous degrees in economics or related fields and relevant (non-legal) work experience may be hired as part of the Young Professionals Program (YPP). For information on the YPP, go to the *Resources for Job Seekers* page from the World Bank website. Lawyers completing an LLM degree at Yale should research the Legal Associates Program of the IBRD. For more information regarding the IBRD's legal department and related career opportunities, see [www.worldbank.org/legal](http://www.worldbank.org/legal).

## World Health Organization (WHO)

### Contact Information:

The World Health Organization  
Avenue Appia 20  
1211 Geneva 27, Switzerland  
Tel: (41 22) 791-2111  
Fax: (41 22) 791-3111  
[www.who.int](http://www.who.int)

Bill Fallon, Staff Development and Training Officer  
Tel: (41 22) 791-2192

**Description:** The WHO is a U.N. agency with 193 member states. The WHO is the directing and coordinating authority for health within the United Nations system. It is responsible for providing leadership on global health matters, shaping the health research agenda, setting norms and standards,

articulating evidence-based policy options, providing technical support to countries and monitoring and assessing health trends. The WHO collaborates with other U.N. agencies where necessary to accomplish its mission.

WHO is divided into six regional offices, with its headquarters in Geneva, Switzerland. The official languages of the WHO are English, French, Spanish, Arabic, Chinese and Russian. The Legal Division in Geneva is made up of twelve attorneys and it reviews agreements signed by the WHO and advises the organization on a variety of legal issues.

**Internship Opportunities:** WHO offers unpaid internships lasting from six to twelve weeks. Applicants must possess an undergraduate degree in a public health, medical or social field related to the technical work of WHO and must be fluent in the working language of the office of assignment. Applications for summer internships (May – October) are accepted December 1 – January 31, applications for winter internships (November – April) are accepted September 1 – October 31 each year. The internship application process requires applicants to electronically register online. Internship information can be found online at [www.who.int](http://www.who.int) by selecting *Employment* then *Internship Opportunities*. For additional queries, email: [interns@who.int](mailto:interns@who.int).

**Post-Graduate Opportunities:** The WHO does not hire attorneys at the entry level other than through the Associate Professional Officers (APO) program. Citizens of Austria, Belgium, Denmark, Finland, France, Germany, Italy, Japan, Luxembourg, Netherlands, Norway, Sweden and Switzerland, and the United States are eligible for the APO Program. Generally, only nationals of the “donor countries” are considered, although certain donors occasionally sponsor candidates from developing countries. APOs are assigned to offices within the agency for a limited period of time to experience the workings of the WHO. Further information on this program can be found by clicking *Employment* on the homepage. Otherwise, employment opportunities at the WHO generally require between three and five years of experience. Short and long-term vacancies are posted on the website, click *Employment* on the homepage.

## World Intellectual Property Organization (WIPO)

### Contact Information:

World Intellectual Property Organization  
34, Chemin des Colombettes  
PO Box 18  
CH-1211 Geneva 20, Switzerland  
Tel: (41 22) 338-9111  
Fax: (41 22) 733 54 28  
[www.wipo.int](http://www.wipo.int)

**Description:** WIPO is a specialized agency of the United Nations, headquartered in Geneva, with 184 member states and a staff of over 900 persons from 86 countries. WIPO has six official languages: English, French, Spanish, Arabic, Chinese, and Russian. WIPO is dedicated to developing a balanced and accessible international intellectual property (IP) system, which rewards creativity, stimulates innovation and contributes to economic development while safeguarding the public interest. IP comprises industrial property (patents, inventions, trademarks, industrial designs, and appellations of origins) and copyright (literary, musical, artistic, photographic, and audiovisual works).

WIPO's vision is that IP is an important tool for the economic, social and cultural development of all countries. The core tasks of the Organization in achieving its vision are: developing international IP laws and standards; delivering global IP protection services; encouraging the use of IP for economic development; promoting better understanding of IP; and providing a forum for debate.

**Internship Opportunities:** WIPO has an internship program whose objective is to expose young professionals and upper level students to the workings of the organization, especially treaty-making, international registration, research and publication activities. Interns may be given a monthly stipend of 2000 Swiss Francs, and most internships run from one to six months. The number of interns accepted each year varies, depending on the amount of demand from the various departments in the WIPO; the number does not normally exceed 25. Interested candidates should send their application to the Engagement Section of the WIPO at the address above or email direct to [staff.engagements@wipo.int](mailto:staff.engagements@wipo.int).

**Post-Graduate Opportunities:** WIPO hires entry level attorneys. All professional job vacancies are published on the WIPO website. Almost all positions require that applicants should be fluent in either English or French (the two main working languages), with a good working knowledge of the other language. The majority of positions also require legal expertise, with particular focus on IP and international law. Follow the Recruitment link in the *About WIPO* section for current openings.

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## CHAPTER 5

# INTERGOVERNMENTAL ORGANIZATIONS

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The sheer number and variety of intergovernmental organizations aside from the United Nations warrant special treatment. These multilateral institutions reflect the diversity of the international community and its many needs. Some are truly international in scope and mission, while others are more regionally focused. Intergovernmental organizations also vary in terms of staff size, budget, and breadth of activities.

It is important to distinguish intergovernmental organizations, which are composed of member countries, from international non governmental organizations (NGOs), with which they often collaborate. Also, even though many intergovernmental organizations have formal relations with the United Nations, none actually belong to the U.N.

There are a number of human rights and conflict resolution organs that function within multilateral organizations. For example, the High Commissioner for National Minorities of the Organization for Economic Cooperation and Development (OECD) or the Inter-American Commission for Human Rights of the Organization of American States. Their autonomy varies, even within the same multilateral organization. Therefore, students who are interested in internships or careers should consider contacting them separately.

### **A. Internships**

The majority of intergovernmental organizations will accept law interns, though not all have formal internship programs. Internships may be paid, but are usually unpaid. Where formal internship programs exist, detailed information on eligibility and application processes is usually available online. Please note that some intergovernmental organizations restrict eligibility to prospective interns who are nationals of member countries. Where no formal internship program exists, it is often possible to arrange an internship—especially if you do not need to get paid—by making direct contact with the division for which you hope to work.

### **B. Post-Graduate Employment**

Many intergovernmental organizations, especially larger ones, actively recruit lawyers for legal and quasi-legal positions. Many organizations post job vacancies on their websites. For most legal positions within intergovernmental organizations, academic and professional experience related to the organization's objectives is extremely important. As with many U.N. bodies, many intergovernmental organizations have entry level programs for young, relatively inexperienced professionals. Sometimes these programs are specifically devoted to lawyers. As with the U.N., another viable option for less experienced attorneys is to seek a short-term consultancy. Recent law school graduates who have lived and worked overseas for several years may be able to parlay their experience and personal contacts into a job at an intergovernmental organization. Another entry point is through domestic civil service; working in the U.S. Department of State or Justice, for example, might provide the requisite experience. Please note that many intergovernmental organizations only hire citizens or nationals of member countries although exceptions may occasionally be made. Most importantly, be patient. International organizations, especially intergovernmental organizations, have an extremely bureaucratic hiring process, and operate on a different hiring calendar than organizations in the U.S.

## C. Resources and Contact Information

The website of the **Bureau of International Organization Affairs** at the U.S. Department of State posts vacancy listings for a number of international organizations. From the State Department's homepage ([www.state.gov](http://www.state.gov)), look under "About State" and click on the heading *Careers*. Then click *International Organizations*. Once on the *International Organizations* page, you can also access a fact sheet on employment with the United Nations and other international organizations.

Most current U.S. government employees are eligible to be detailed or transferred to an international organization with the prior approval of the federal agency. This may be done for a period of up to five (and, in exceptional cases, eight) years, and is subject to prior approval by the federal agency concerned. Those interested should contact the Department of State, U.N. Employment and Assistance Unit, Rm. 4808, Washington, DC.

**PSLawNet** ([www.pslawnet.org](http://www.pslawnet.org)) posts job openings for some intergovernmental organizations.

## D. Organizational Listings

### Asian Development Bank (ADB)

#### Contact Information:

Asian Development Bank  
Human Resources Division  
6 ADB Avenue Mandaluyong City  
Manila, Philippines 1550  
Tel. (632) 632-4444  
Fax: (632) 636-4585  
[adbintern@adb.org](mailto:adbintern@adb.org) (for internship program)  
[ps-jobs@adb.org](mailto:ps-jobs@adb.org)  
[www.adb.org](http://www.adb.org)

**Description:** ADB is a multilateral institution dedicated to the planning and financing of development related projects throughout Asia and the Pacific. It extends loans and equity investments to member countries, provides technical assistance for development projects and advisory services, promotes and facilitates investment for development, and helps coordinate development policies and plans. ADB consists of 67 members, mostly in the Asian and Pacific region, but also including many European countries, Canada, and the United States. The ADB's headquarters are in Manila, Philippines, with 26 other offices around the world.

ADB employs professional staff lawyers (Counsels) who participate in processing, negotiating, and administering loan and technical assistance projects and provide legal assistance on law and policy reform, procurement and consulting, human resources, employment and personnel, and borrowing and investment transactions. Practical experience in the formulation and implementation of development projects, preparation and negotiation of international financing agreements, and/or legal analysis of the status and organization of multilateral development and financing institutions is preferred.

**Internship Opportunities:** The internship program takes place twice a year: in the first quarter and in the second to fourth quarter. The length of the period is between 8 to 26 weeks depending on the type of internship. Graduate students currently enrolled at an ADB registered institution and a national of a

member country are eligible to apply. For information, visit [www.adb.org](http://www.adb.org) (select *Opportunities* then *Internship Programs*), or email [adbintern@adb.org](mailto:adbintern@adb.org).

**Post-Graduate Opportunities:** Professional staff vacancies, general requirements, and application procedures are posted at ADB's website: [www.adb.org](http://www.adb.org), then select *Opportunities*, *Employment Opportunities* and *Professional Staff Vacancies*. The application form may be downloaded from: [www.adb.org/Employment/appform.asp](http://www.adb.org/Employment/appform.asp).

An appointment with ADB involves living in Manila and, depending on one's position, may also entail frequent travel to member countries as well as assignment, at Management's discretion, to any of ADB's resident missions or representative offices in other parts of the world.

## European Bank for Reconstruction and Development (EBRD)

### Contact Information:

European Bank for Reconstruction and Development  
Human Resources Department  
One Exchange Square  
London, United Kingdom EC2A 2JN  
Tel: (44 20) 7338 6015  
Fax: (44 20) 7338 6097  
[www.ebrd.com](http://www.ebrd.com)  
[www.ebrdjobs.com](http://www.ebrdjobs.com)

**Description:** The EBRD is devoted to facilitating the transition to capitalist, market-based economies in Central and Eastern Europe. It seeks to help these countries implement economic reform, including de-monopolization, decentralization, and privatization. The Bank also works with co-financing and foreign direct investment from the private and public sectors, the mobilization of domestic capital, and technical cooperation. An important aspect of this process is comprehensive legal reform. Based in London, the EBRD has 60 members and 27 countries of operation in Central and Eastern Europe. The Banking Department conducts the general operations of the Bank, while the Office of General Counsel is responsible for legal matters. EBRD has approximately 50 lawyers on staff and the official languages of the EBRD are English, French, German and Russian.

The EBRD has recently launched an online recruitment tool to enhance their recruitment process. All applications are now handled online. You can review their current vacancies at [www.ebrdjobs.com](http://www.ebrdjobs.com). If there are no suitable vacancies at the current time for you to submit your application, you may register to receive email job alerts for future EBRD jobs. Once registered, you will receive email alerts as future vacancies are published that match your specified criteria.

**Internship Opportunities:** While the EBRD does not have a formal internship programme, they do have opportunities for interns that arise on an ad hoc basis. These opportunities may be advertised in their current vacancies. However, if there is no current intern vacancy of interest, you may want to register for job alerts or you may submit your CV using the above link.

**Post-Graduate Opportunities:** The EBRD usually requires at least five years of work experience. Applications are accepted from citizens of the 60 member countries (The United States, Canada, Mexico, and most of Western Europe are member countries) of the EBRD, and fluency in English is required. Fluency in German, French, or Russian is welcome. The EBRD practice is to publicize regular positions on their website; legal professionals should search for positions by clicking on the above link.

## European Union (EU)

### Contact Information:

European Personnel Selection Office  
Candidate Contact Service  
Office C-80 00/48  
B-1049 Brussels, Belgium  
Tel: (32 2) 299-3131  
Fax: (32 2) 295-7488  
inforecruitment@ec.europa.eu  
www.europa.eu/eps0

**Description:** The EU represents approximately 500 million people in 27 member countries across Europe. It is a supra-national institution that serves as the driving force behind European integration. As part of its mission, the EU deals with a vast array of economic, political, military, social, and environmental issues with legal implications.

The primary institutions of the EU are the Commission, the Council, the European Parliament, the Court of Justice, the Court of Auditors, the Economic and Social Committee, and the Committee of the Regions. Only the European Commission and the European Court of Justice have significant opportunities for law students and lawyers. The European Commission is discussed below, and the European Court of Justice is discussed in the International Tribunals and Foreign Courts guide. The European Communities Personnel Selection Office (EPSO) organizes open competitions to select highly qualified staff for recruitment to all institutions of the European Union.

## European Commission (EC)

**Description:** The Commission serves as the de facto executive organ of the European Union (EU). Its three main functions are making proposals for new legislation, enforcing EU legislation and treaties, and implementing policy. It consists of 41 directorates-general and specialized services, employing about 32,000 people in Brussels, Luxembourg, and elsewhere in Europe and around the world.

Attorneys are employed in many of the Commission's directorates-general, as well as in the Legal Service. The work of the Legal Service consists of two main roles: serving as the in house legal advisor to the Commission and its services, and representing the Commission before the Court of Justice, the Court of First Instance, and the WTO. Legal Service employs over 200 attorneys. The working languages of the Commission are English, French, and German. Lawyers should be familiar with European Civil and Common Law as well as European Union Law.

**Internship Opportunities:** Internships are organized by each European Institution individually.

**Post-Graduate Opportunities:** The European Parliament, the Council, the Commission, Court of Justice, the Social and Economic Committee, the Committee of the Regions and the European Ombudsman organize traineeships or "stages", each lasting 3-5 months, to give young university graduates a taste of what it is like to work for the EU. Candidates must have a university degree and possess an EU or an accession country citizenship. Non-EU citizens may also apply, though a limited number of posts are available.

A trainee receives a modest living allowance during the traineeship. There are also some unpaid traineeships, in a case where a trainee receives a scholarship or other allowance. For more information, go to: [www.europa.eu/epso](http://www.europa.eu/epso), and click *Working in the EU Institutions*, then *Work Experience for Graduates*.

Employment with the EU is limited to citizens of its Member States. Candidates must have a satisfactory knowledge of two EU languages and, depending on the entry level, minimal educational requirements range from compulsory education to university studies and relevant work experience from zero to ten years. Candidates are selected through a three-stage competitive process. Notices of open competitions for permanent position are published on the Official Journal of the European Union at [www.eur-lex.europa.eu](http://www.eur-lex.europa.eu) and on the EPSO website at [www.europa.eu/epso](http://www.europa.eu/epso), select *Welcome* then *Online Applications*. The Institutions also recruit specialists for temporary positions on short-term contracts. Calls for expression of interest are published on the EPSO website at [www.europa.eu/epso](http://www.europa.eu/epso).

## **Inter-American Development Bank (IDB)**

### **Contact Information:**

Inter-American Development Bank  
1300 New York Avenue NW  
Washington, DC 20577  
Tel: (202) 623-1000 (Main Line)  
[www.iadb.org](http://www.iadb.org)

Ines E. Clavier, Special Programs  
(202) 623-3182  
[inesc@iadb.org](mailto:inesc@iadb.org)

**Description:** The Inter-American Development Bank was established in 1959 as a development institution with novel mandates and tools. Its mission is to promote economic and social development in Latin America and the Caribbean. The IDB today is the main source of multilateral financing for economic, social and institutional development in Latin America and the Caribbean, as well as for regional integration. It provides loans, grants, guarantees, policy advice and technical assistance to the public and private sectors throughout the region.

The IDB is owned by 47 member countries, of which 26 are borrowing countries in Latin America and the Caribbean. Two other institutions also comprise the IDB Group: 1) the Inter-American Investment Corporation (IIC), which finances small and medium-scale private enterprises, and 2) the Multilateral Investment Fund (MIF) that focuses on the promotion of investment reform and stimulation of private sector development.

**Internship Opportunities:** The IDB hires up to 50 interns for paid summer/winter internships (for a period of two months) within specific departments/units of the Bank. Candidates must be a citizen of one of the Bank's member countries. The Bank also recruits summer interns under the Summer Diversity Internship Program to attract the participation of Afro-Descendants and Indigenous Peoples. For eligibility and requirements of each program visit: <https://enet.iadb.org/jobs/siprogram.asp> and <https://enet.iadb.org/jobs/DIprog.asp> respectively.

**Post-Graduate Opportunities:** The Junior Professionals Program (JPP) is a starting point for careers at the Bank for recent graduates. Candidates must be citizens of one of the Bank's member countries. The Bank also recruits the JPP candidates under the Junior Professional Diversity Program to attract the participation of Afro-Descendants and Indigenous Peoples. For eligibility and requirements to the program visit: <http://enet.iadb.org/jobs/JPprog.asp>.

For vacancies visit: [www.iadb.org](http://www.iadb.org), click *Vacancies & Scholarships*, then *Human Resources Department*. All applications must be submitted through the IDB's Online Recruitment System.

## International Organization for Migration (IOM)

### Contact Information:

International Organization for Migration  
17 Route des Morillons  
CH-1211 Geneva 19, Switzerland  
Tel: (41 22) 717-9111  
Fax: (41 22) 798-6150  
[info@iom.int](mailto:info@iom.int)  
[www.iom.int](http://www.iom.int)

The Staffing Unit  
Human Resources Division  
17 Route des Morillons, P.O. Box 71  
CH-1211 Geneva 19, Switzerland

**Description:** IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants. Established in 1951, IOM is the leading inter-governmental organization in the field of migration and works closely with governmental, intergovernmental and non-governmental partners. IOM operates resettlement and refugee relief programs around the world and provides technical assistance, professional training, medical services, and language/cultural orientation. It is particularly active in Eastern Europe and Southeast Asia. IOM works in the four broad areas of migration management: migration and development, facilitating migration, regulating migration and forced migration. The organization is composed of 125 member states and 16 observer states with more than 400 field locations. IOM headquarters are in Geneva, Switzerland and its official languages are English, French, and Spanish.

**Internship Opportunities:** Internships last between two and six months and all interns qualify for a Monthly Sustenance Allowance (MSA) unless they already have a sponsor (such as a government institution or a university). Interns must speak fluent English and/or French or Spanish. Interns tend to be students approaching the end of their program or graduates between 19 and 32 years of age (average age is 26).

IOM strongly encourages you to apply to vacancy notices by using their e-recruitment system. For more information click *Current Vacancies* from the menu on the left side of the homepage. Next, click *Internships at IOM*.

**Post-Graduate Opportunities:** The Associate Expert (AE) Programme is intended to provide young graduates with an opportunity to learn first-hand about international development aid and to gain experience for potential, future employment in international organizations. It is based on the sponsorship of young qualified professionals by their respective governments. Nationals of AE countries should

submit their applications directly to their governments via their Permanent Mission to the United Nations and other International Organizations in Geneva.

Candidates with at least three years of relevant professional experience who are willing to be assigned to IOM operations in the field may apply to more experienced positions. Background in public international law is often sought for attorney positions. In general, candidates for employment must be nationals of an IOM member state (the U.S. is one). Fluency in French or Spanish, in addition to English, is generally required. As each donor country has its own rules and procedures for recruitment. For more information click *Current Vacancies* from the menu on the left side of the homepage. Next, click *Associate Experts*.

## Organization of American States (OAS)

### Contact Information:

Organization of American States  
17<sup>th</sup> Street & Constitution Avenue, NW  
Washington, DC 20006  
Tel: (202) 458-3000  
Fax: (202) 458-6276  
www.oas.org

**Description:** The Organization of American States (OAS) brings together the nations of the Western Hemisphere to strengthen cooperation on democratic values, defend common interests and debate the major issues facing the region and the world. The OAS is the region's principal multilateral forum for strengthening democracy, promoting human rights, and confronting shared problems such as poverty, terrorism, illegal drugs and corruption. It plays a leading role in carrying out mandates established by the hemisphere's leaders through the Summits of the Americas. The OAS has four official languages—English, Spanish, Portuguese and French. It is made up of 35 member states: the independent nations of North, Central and South America and the Caribbean.

The General Assembly, the Permanent Council, the Meeting of Consultation of Ministers of Foreign Affairs, and the Inter-American Council for Integral Development are the main governing bodies. The General Secretariat oversees numerous functional departments, including the Unit for Sustainable Development, the Trade and Tourism Unit, and the Secretariat of Legal Affairs. Other bodies affiliated with the OAS include the Inter-American Commission on Human Rights, the Inter-American Court of Human Rights, the Inter-American Drug Abuse Control Commission, the Inter-American Juridical Committee, the Pan-American Health Organization, the Inter-American Children's Institute, the Inter-American Commission of Women, and the Pan American Development Foundation.

International legal work is primarily handled by the Department of International Law within the Secretariat of Legal Affairs. Attorneys also work in the other departments of the Secretariat of Legal Affairs (Office of the Secretary of Legal Affairs, Department of Legal Cooperation and Information, Secretariat of the Administrative Tribunal), and in the Department of Legal Services.

Additional legal opportunities are available at the Inter-American Commission of Human Rights (IACHR) and Inter-American Court of Human Rights, which seek to promote, enforce, apply, and interpret the American Convention on Human Rights. The commission is based in Washington, DC and works closely with the Court, based in San Jose, Costa Rica.

**Internship Opportunities:** The OAS Student Intern Program has three sessions during the year: fall, winter/spring, and summer. Each session lasts two to three months and interns must agree to work at least 20 hours per week. Good command of two of the four official languages of the OAS is required (English, French, Portuguese, and Spanish) and preference is given to applicants who are nationals of member states. Internships are unpaid, and interns can be assigned to work in any department. Applicants should indicate where they would like to work when submitting their application. The majority of the internships are in Washington, DC, the headquarters of the OAS.

Internships are intended to provide graduate and undergraduate students with the opportunity to acquire considerable knowledge of the OAS, its activities, structure, and relations within the hemisphere. For more information, or to apply to the program, click *Jobs & Internships* on the homepage, then *Internships*. The link is also available at [www.oas.org/internships](http://www.oas.org/internships). Applicants need to submit the electronic application, and attach two letters of recommendation and transcripts.

**Post-Graduate Opportunities:** While entry level opportunities exist at the OAS, it does not generally hire attorneys at the entry level. Click *Jobs & Internships*, then *Job Opportunities & Consultancies* from the OAS homepage to view job vacancies and application instructions.

## Organization for Economic Cooperation and Development (OECD)

### Contact Information:

Organization for Economic Cooperation and Development  
Human Resource Management  
2 Rue André Pascal  
F-75775 Paris, Cedex 16, France  
Tel: (33 1) 4524-8200  
Fax: (33 1) 4524-8500  
[www.oecd.org](http://www.oecd.org)  
[hrm.erecruit@oecd.org](mailto:hrm.erecruit@oecd.org)

**Description:** The OECD brings together the governments of 30 countries committed to democracy and the market economy from around the world to: 1) support sustainable economic growth; 2) boost employment; 3) raise living standards; 4) maintain financial stability; 5) assist other countries' economic development; 6) contribute to growth in world trade.

Most of the OECD's professional work is carried out at the OECD headquarters in Paris. The OECD's primary work is not law-related, and only a few lawyers work for the OECD as legal advisors, as well as program administrators/policy analysts/economists. The official languages of the OECD are English and French.

**Internship Opportunities:** Only a few legal internships are available, if requested by Directorates.

**Post-Graduate Opportunities:** OECD hires very few attorneys at the entry level for fellowships or permanent positions. Candidates with PhD or a Master's degree with some years of experience in a relevant field may take part in the Young Professionals Program (YPP), which consists of a two-year appointment at the OECD in Paris. Generally, seven YPs are hired every two years. Candidates must be a national of an OECD member country (the U.S. is one) and have a background in economics or another relevant subject. Fluency (including drafting) in English or French is required. Knowledge of other member country languages could be of advantage.

For more information, click *Human Resources*, then *Young Professionals Programme* from the homepage. The application is both lengthy and highly competitive. A vacancy notice for the YPP is scheduled to appear on the OECD website for the end of 2008.

Candidates seeking positions that require greater experience must also be a national of an OECD member country. Candidates may apply for a specific job vacancy posted on the OECD website. The application form is available and may be completed online. To access the application and to check for YPP vacancies, click *Job Vacancies* on the homepage.

## **World Trade Organization (WTO)**

### **Contact Information:**

Human Resources Division  
154 Rue de Lausanne  
CH 1211 Geneva 21, Switzerland  
Tel: (41 22) 739 51 11  
Fax: (41 22 739 57 72)  
humanresources@wto.org  
www.wto.org

**Description:** The World Trade Organization came into being in 1995. One of the youngest of the international organizations, the WTO is the successor to the General Agreement on Tariffs and Trade (GATT). Its functions include: administering WTO trade agreements; providing a forum for trade negotiations; handling trade disputes; monitoring national trade policies; providing technical assistance and training for developing countries; and cooperating with other international organizations. The official languages of the WTO are English, French and Spanish. There are approximately 20 Legal Officers in the WTO.

**Internship Opportunities:** The WTO Secretariat maintains a limited internship programme for post-graduate university students wishing to gain practical experience and deeper knowledge of the multilateral trading system.

Assignments given to interns are intended to enhance interns' knowledge and understanding of the WTO and of trade policy more generally. However, the needs of the division recruiting an intern will be paramount in determining the precise nature of assignments. Interested candidates should follow the procedures and conform to the eligibility criteria available on the WTO website. Intake to the programme is on a continuing basis, with no specific recruitment period.

**Post-Graduate Opportunities:** A person wishing to apply for a post should be a national of a WTO member state (the U.S. is one) and be under 62 years old.

Vacancies are the subject of open competition and advertised by means of vacancy notices, the distribution of which is made to all of the official representatives of the governments participating in the WTO. They are also posted on the WTO website and occasionally advertised in the press.

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# CHAPTER 6

## UNITED STATES GOVERNMENT

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International legal work for the federal government is carried out in numerous agencies and departments, including agencies with a primarily international mission as well as those that address both domestic and international issues. When the mission of an agency is primarily international, such as the Agency for International Development (USAID) and the Overseas Private Investment Corporation (OPIC), the Office of General Counsel (OGC) usually deals with issues touching on both public and private international law. Within agencies that undertake both international and domestic work, the OGC may have a division devoted to international legal support or another subdivision of the agency may be charged with international affairs, including addressing international legal issues.

### A. Internships

Most federal agencies hire interns during the summer as well as during other times of the year, including winter terms. Most agencies have internship positions specifically for law students. Some agencies have summer honors programs, which can lead to entry level employment. About half the legal internship positions available are paid. Agencies with paid internship programs frequently will also hire law students for unpaid positions. See the organizational listings for more detail.

### B. Post-Graduate Employment

Federal agencies usually seek candidates with several years of relevant work experience when hiring for international legal positions. A number have honors programs, such as the Department of Justice, the Central Intelligence Agency, Environmental Protection Agency, Federal Trade Commission, Securities and Exchange Commission and the Departments of Transportation and Treasury that provide entry level employment upon graduation. Honors programs are quite competitive and previous experience in the federal government, such as a summer or school year internship, is often helpful. Details on these programs are included under the organizational listings that follow.

### C. Resources and Contact Information

- **NALP.** (The National Association for Law Placement) runs two websites which may be helpful: NALP runs Pslawnet.org which contains many federal agencies in its *Organization* listings, and federal opportunities in its *Opportunities* database. In addition, [www.nalpdirectory.com](http://www.nalpdirectory.com) contains information on many different types of legal employers.
- **Arizona Law Site.** YLS has purchased the rights from the University of Arizona to utilize this online version of the *Government Honors & Internship Handbook*. It describes summer and permanent opportunities, the application process, whether positions are paid, and deadlines. Go to [www.law.arizona.edu/career/honorshandbook.cfm](http://www.law.arizona.edu/career/honorshandbook.cfm). See CDO for login information. A print copy is kept in a binder in the CDO reception area.
- The **Presidential Management Fellows (PMF) Program** appoints students with advanced degrees to a federal agency. These positions last two years, but following this period many are invited to join the Civil Service as full-fledged, permanent staff members. PMFs are provided on-the-job training, rotational opportunities, mentoring, and regularly scheduled seminars and conferences. For information and applications, go to [www.pmf.opm.gov](http://www.pmf.opm.gov).

- The **U.S. Office of Personnel Management (OPM)** maintains a website with federal government vacancy announcements ([www.usajobs.gov](http://www.usajobs.gov)). Click *Search Jobs* to search a database of federal jobs. Searches can be done by geographic region, career type, or salary level. Additionally, [www.studentjobs.gov](http://www.studentjobs.gov) lists student jobs.

## D. Organizational Listings

This chapter contains an alphabetized listing of U.S. government agencies, departments, and offices with international activities. We have primarily listed Washington, DC offices, where the bulk of hiring is done. Bear in mind that more than one federal agency often deals with a given subject area. This chapter addresses only the most popular and viable employment options for law students and lawyers.

This chapter does not detail international opportunities in the legislative branch. The route to Capitol Hill for law students and lawyers interested in international affairs is quite different than the Executive Branch departments and offices and independent agencies listed in this chapter. In addition to seeking employment with state representatives and senators, there are several committees and subcommittees that deal with international affairs. Among the most prominent are the Senate Committee on Foreign Relations, the House Committee on National Security, and the Senate and House Select Committees on Intelligence. For additional information, consult CDO's *Working on Capitol Hill* guide.

### Agency for International Development (USAID)

#### Contact Information:

Sonya Y. Johnson  
 U.S. Agency for International Development  
 Ronald Reagan Building  
 1300 Pennsylvania Ave NW  
 Washington, DC 20523-1000  
 Tel: (202) 712-5732  
 Fax: (202) 216-3524  
[www.usaid.gov](http://www.usaid.gov)

**Description:** USAID administers the U.S. government's non-military foreign aid. Its mission is to help developing countries acquire the knowledge and resources necessary to strengthen their economic, political, and social institutions. Program areas include agriculture, education, democratization, disaster planning and relief, economic growth, the environment, health and family planning, and humanitarian assistance. Headquarters are in DC, with field missions and representatives all over the world.

Attorneys in USAID's Office of General Counsel provide legal support to USAID's overseas programs. Approximately 30 attorneys work in Washington, DC as members of USAID's Civil Service staff. An additional 20 to 25 attorneys are part of the Foreign Service. USAID Foreign Service Officers spend the majority of their careers abroad, and are responsible for implementing and managing USAID programs. A background in international transactional law can be helpful for many legal positions within USAID.

**Internship Opportunities:** The Office of General Counsel recruits interns for the academic year and the summer. Interns are not paid but may receive academic credit from their law schools. Candidates are asked to send a transcript, resume and a letter of interest to the Office of General Counsel at the above address.

If you are interested in an internship overseas with the General Counsel's Office, you must apply directly to the mission in the country you are interested in. For internships with USAID in divisions other than the General Counsel's Office, contact the Student Programs Coordinator for the Summer Intern Program at (202) 712-1049.

**Post-Graduate Opportunities:** Candidates for permanent legal positions typically have practiced at least three to five years as an attorney. The New Entry Professional (NEP) Program is an entry level program for USAID Foreign Service officers. Foreign language skills and a graduate or professional degree are helpful. New Entry Professionals spend three to five years working for USAID, after which they are eligible to receive tenure as a career member of the Foreign Service. For information on the USAID Foreign Service, including the NEP Program, contact the Office of Human Resources, Personnel Operations Division at (202) 712-1066.

Those interested in temporary employment with USAID, either domestically or overseas, may find short-term consultancy positions through the Personal Service Contracts (PSC) program. PSC employment opportunities are listed on the USAID website—under *Careers*, select the *PSC* link. The Commerce Business Daily also lists PSC job vacancies, which may be obtained by calling (202) 512-1800. Contract positions and internships in specific foreign countries may be secured by directly contacting USAID overseas missions. This information is available on the USAID website, under the *Locations* link.

## Central Intelligence Agency (CIA)

### Contact Information:

Tisa Thomas  
Administrative Officer  
Central Intelligence Agency  
Office of General Counsel  
Washington, DC 20505  
Tel: (703) 874-3204  
Fax: (703) 874-3208  
[www.cia.gov](http://www.cia.gov)  
[tisant@ucia.gov](mailto:tisant@ucia.gov)

**Description:** The CIA's Office of General Counsel (OGC) handles, among other things, legal issues relating to foreign intelligence and counterintelligence activities, international terrorism, international narcotics trafficking, nonproliferation, personnel and security matters, clandestine movement of materials and supplies, contracting, finance and budget matters, legislation, and both civil and criminal litigation. The Office of General Counsel consists of over 100 attorneys with a variety of backgrounds and experiences.

**Internship Opportunities:** The Office of General Counsel hires second year law students for summer internships of at least 10 weeks. The Summer Law Clerkship Program allows a small number of exceptionally qualified law students to obtain a broad exposure to the practice of intelligence law. Candidates must be U.S. citizens and should send a cover letter, resume, law school transcript, legal writing sample, and three professional references to the Summer Law Clerkship Program at the above address.

**Post-Graduate Opportunities:** The Central Intelligence Agency Legal Honors Program allows a small number of exceptionally qualified recent law school graduates to obtain a broad exposure to the practice of national security law over a three-year period. Interested candidates should send a cover letter,

resume, law school transcript, legal writing sample, and three legal references to be addressed to the Legal Honors Program at the Office of General Counsel address above.

CIA is an equal opportunity employer and you must be a U.S. citizen to apply for employment. For further employment information, go to the CIA's homepage and click *Careers*, then *View All Positions*.

## **Court of International Trade (USCIT)**

### **Contact Information:**

United States Court of International Trade  
One Federal Plaza  
New York, NY 10278  
Tel: (212) 264-2800  
www.cit.uscourts.gov

**Description:** The U.S. Court of International Trade settles disputes arising from international trade. The Court is composed of nine judges and 28 attorneys in the judges' chambers.

**Internship Opportunities:** USCIT does not have a formal internship program, though individual judges sometimes hire a few interns each year. For internship opportunities at USCIT—from the homepage, select *Human Resources*, then *Employment Opportunities*.

**Post-Graduate Opportunities:** Each judge at USCIT has two clerks. There are approximately 26 law clerks at the USCIT. These positions last anywhere from one to three years and the average appointment is for two years. For more information and application instructions click *Human Resources*, then *Information about Law Clerk Positions*.

## **Department of Agriculture (USDA)**

### **Contact Information:**

U.S. Department of Agriculture  
1400 Independence Avenue SW  
Washington, DC 20250  
Tel: (202) 720-2791  
Fax: (202) 720-2166  
www.usda.gov

**Description:** The USDA manages a wide variety of activities related to domestic and foreign agriculture. Its international work includes running export market development programs and administering import regulations.

Attorneys in the Office of General Counsel (OGC) serve as legal advisors to the USDA's senior policy officials and to the rest of the Department's 38 agencies. The OGC handles all legal work for the USDA, including legal aspects of export and foreign assistance programs. It employs 245 attorneys nationwide, with 140 based in Washington, DC. Within the OGC the International Affairs Commodity Program Division (IACP) handles a majority of the international legal work for the USDA. This division is concerned primarily with international food trade disputes, such as the E.U.-U.S. fight over banana importation.

Employment opportunities for lawyers interested in international affairs may also be found in the Office of International Cooperation & Development (OICD). The OICD handles technical cooperation efforts and scientific exchanges, and coordinates the department's international affairs work.

**Internship Opportunities:** Each summer the Office of General Counsel hires seven to 10 unpaid interns for all of its divisions, including International Affairs. Interested candidates should send a resume and cover letter to the address below and indicate in which division of the OGC they wish to work.

Robyn Davis  
Resource Management Specialist  
U.S. Department of Agriculture  
Office of the General Counsel  
Rm. 2035 South Building  
1400 Independence Avenue SW  
Washington, DC 20250  
Tel: (202) 720-4861  
Email: robyn.davis@usda.gov

For internships in the OICD contact:

Personnel Specialist, Personnel Division  
Office of International Cooperation & Development  
U.S. Department of Agriculture  
Room 430, McGregor Building  
2121 K Street NW  
Washington, DC 20250-4300

**Post-Graduate Opportunities:** In recent years budget cuts have made entry level hiring impossible. All vacancies at the USDA are posted on its website. Go to [www.usajobs.gov](http://www.usajobs.gov) and select *Search Jobs*.

## Department of Commerce (DOC)

### Contact Information:

U.S. Department of Commerce  
1401 Constitution Avenue NW  
Washington, DC 20230  
Tel: (202) 482-2000  
[www.doc.gov](http://www.doc.gov)

**Description:** For those interested in the intersection of economics and the law and the development of strategic international trade and investment opportunities, the DOC is an excellent place to start. In recent years, compliance with trade agreements, export controls, countervailing duty laws, and international arms control agreements has become a major focus. The DOC also deals with violations of the Foreign Corrupt Practices Act and the impact of bribery on international trade and investment.

There are about 50 attorneys in the Office of General Counsel that focus on international trade-related issues including: foreign market access and development, trade agreement compliance, foreign investment, export licensing, antidumping duties and countervailing duties. They work with the DOC International Trade Administration (ITA), which is charged with promoting U.S. exports of manufactured goods, and nonagricultural products and services. ITA lawyers work to ensure access to international markets as required by U.S. trade agreements, safeguard Americans from unfair competition from

dumped and subsidized imports, and provide practical legal advice to American companies attempting to select markets for their products.

**Internship Opportunities:** Of the offices working in international law, intern opportunities vary (both paid and unpaid). Some offices average two or three law clerks per semester/summer. For internships in the Office of General Counsel contact:

U.S. Department of Commerce  
Executive Office  
Office of General Counsel  
1401 Constitution Avenue, NW, Room 5875  
Washington, DC 20230  
Tel: (202) 482-0490  
Fax: (202) 501-4695  
[www.ogc.doc.gov](http://www.ogc.doc.gov)

The International Trade Administration also offers unpaid internships. For internships and permanent positions with the ITA contact:

U.S. Department of Commerce  
Human Resources Operations Center  
1401 Constitution Avenue, NW, Room 7412  
Washington, DC 20230  
Tel: (202) 482-3827 or (202) 482-3301  
[dochroc@doc.gov](mailto:dochroc@doc.gov)

**Post-Graduate Opportunities:** Post graduate opportunities are listed on [www.usajobs.gov](http://www.usajobs.gov).

## **Department of the Interior (DOI)**

### **Contact Information:**

U.S. Department of the Interior  
1849 C Street NW  
Washington, DC 20240  
Tel: (202) 208-3100  
[www.doi.gov](http://www.doi.gov)

The Office of the Solicitor  
U.S. Department of the Interior  
1849 C Street NW  
Washington, DC 20240  
Tel: (202) 208-4423  
[www.doi.gov/solicitor](http://www.doi.gov/solicitor)

**Description:** The Department of the Interior is responsible for the conservation of nationally-owned public lands and natural resources. It manages over 500 million acres of federal land and serves as a trustee of an additional 50 million acres, consisting mostly of Indian reservations. In addition, it conducts scientific research and investigations, develops environmentally and economically sound policies, and carries out trust responsibilities of the U.S. government with respect to Native Americans and Eskimos.

The Office of the Solicitor is made up of more than 300 attorneys in five Washington divisions and several field locations. The Office of the Solicitor does not have a separate international legal division since most of its work involves domestic issues. Working in the Office of the Solicitor may be more relevant for students interested in administrative and environmental law, as well as contract procurement.

The Office of Territorial and International Affairs administers federal programs relating to territorial and trust territory matters. This office seeks professionals with a background in law, economics, education, and/or sociology and experience in territorial issues. However, the Office of Territorial and International Affairs refers all legal matters to the Office of the Solicitor.

**Internship Opportunities:** Each year the Office of the Solicitor hosts around 25 unpaid law student interns as part of its Volunteer Program. Volunteers are often in their second year of law school and either work in the Washington headquarters or at one of the Office's regional divisions. Internationally oriented students can expect some, but not significant, amounts of relevant legal work. Those interested in volunteering in the Washington office should directly contact the division or location of interest. Candidates hoping to volunteer at one of the regional offices should apply directly to that office.

**Post-Graduate Opportunities:** The Solicitor's Honors Program is suspended indefinitely. The Office of the Solicitor does not currently hire at the entry level, either in Washington or in the Regions. Advertised vacancies require at least a year of post-graduate experience, either in legal practice or a judicial clerkship. All job vacancies in the DOI are posted on [www.usajobs.gov](http://www.usajobs.gov).

## Department of Justice (DOJ)

### Contact Information:

U.S. Department of Justice  
950 Pennsylvania Avenue NW  
Washington, DC 20530  
Tel: (202) 514-3397  
[www.usdoj.gov/oarm](http://www.usdoj.gov/oarm)  
[AskOARM@usdoj.gov](mailto:AskOARM@usdoj.gov)

**Description:** The Department of Justice is the office of the Attorney General and serves as the nation's litigator. The department's major client is the federal government and its agencies. A primary responsibility of the DOJ is to represent the United States in court. Approximately 9,500 attorneys work for the Justice Department. Four separate divisions handle the bulk of the Justice Department's international work: Antitrust (i.e. Commerce Section), Civil (Immigration/Litigation), Criminal (International Affairs), and Environment and Natural Resources (Black market/smuggling of wildlife). Throughout the DOJ, attorneys frequently deal with both public and private international law and immigration law (Executive Office of Immigration Review).

**Internship Opportunities:** Given the size of the Department of Justice, there are a plethora of internship programs and possibilities within the Department. For example, the Summer Law Intern Program recruits approximately 100 second-year students for these paid positions. Graduating law students who are entering a judicial clerkship or full-time graduate law program may intern following graduation subject to eligibility rules. Part-time law students are also eligible.

Through the **Volunteer Legal Intern Recruitment**, the Department selects approximately 1800 unpaid interns each year. Approximately 800 interns volunteer during the academic year, with approximately 1000 volunteer internships offered during the summer. A significant number of volunteer internships are

with the 94 U.S. Attorneys' Offices and the Department offices located in Washington DC. There are also opportunities with the 55 Immigration Courts (58 by the end of September 2008), the 95 U.S. Trustees' Offices and other Department field offices nationwide.

Law students (and other interested students) may also participate in the Part-Time, Work-Study Intern, and Volunteer programs. Interested candidates should contact:

Suzanne L. Bell, Esq.  
Deputy Director for Legal Recruitment and Outreach  
Office of Attorney Recruitment  
suzanne.l.bell@usdoj.gov or 202-514-3905

For detailed information on all Justice Department internship programs, select *Jobs* from the DOJ homepage, then *Legal Job Information*, then *Opportunities for Law Students*.

**Post-Graduate Opportunities:** The Attorney General's Honor Program is the Justice Department's entry level attorney recruitment program, and the only way graduating law students and judicial law clerks may obtain jobs at the DOJ, including in component offices such as the DEA and INS.

Approximately 120 attorneys are hired annually. For more information on the Honor Program, select *Jobs* from the DOJ homepage, then *Legal Job Information*, *Opportunities for Law Students*, then *Attorney Generals Honor Program*.

The Lateral Attorney Hiring Program hires lawyers at least one-year out of law school, who have been admitted to the bar. A partial list of vacancies is available on the DOJ website by selecting the *Jobs* link, then *Legal Job Information*, *Opportunities for Attorneys* and finally *Attorney Vacancies*. Candidates may also submit a resume to any office of the DOJ in which they are interested. Applications and questions should be directed to the Office of Attorney Personnel Management.

## **Drug Enforcement Administration (DEA)**

### **Contact Information:**

Personnel Division  
Drug Enforcement Administration  
2401 Jefferson Davis Highway  
Alexandria, VA 22301  
Tel: (800) DEA-4288 (Special Agent Employment Opportunities) or  
(202) 307-1000 (General Inquiries)  
www.dea.gov

**Description:** The Drug Enforcement Administration (DEA) enforces the Federal drug laws of our nation. Its mission is to enforce the controlled substance laws and regulations of the United States and bring to the criminal justice system individuals and members of organizations who are involved in the illegal cultivation, manufacture, or distribution of controlled substances in the United States. The DEA maintains 227 domestic offices in 21 divisions throughout the U.S., 86 foreign offices in 62 countries, and often works with foreign governments. Much of the international work of the DEA is done by the Intelligence Division and Operations Division, which are both responsible for fighting international drug trafficking. The General Counsel Office also does significant international legal work.

**Internships:** The DEA has no formal internship program. For information on internships at DEA, call (202) 307-4077 (for field positions) or (202) 307-4088 (for HQ, Arlington, VA positions).

## **Department of Labor (DOL)**

### **Contact Information:**

U.S. Department of Labor  
Office of Public Affairs  
Room S-1032  
200 Constitution Avenue NW  
Washington, DC 20210  
Tel: (202) 693-4650  
www.dol.gov

**Description:** The Department of Labor (DOL) is concerned with a wide variety of labor-related issues. The Bureau of International Labor Affairs (ILAB) carries out DOL's international responsibilities. All legal work for DOL, including ILAB, is done by the Office of the Solicitor, which employs approximately 450-475 attorneys nationwide. Within the Office of the Solicitor, the Division of Employment and Training Legal Services (ETLS) includes six attorneys who provide legal advice on all international matters arising within DOL. For example, the division helps negotiate labor provisions in international trade agreements, such as NAFTA and the recently enacted CAFTA-DR, provides legal representation at the annual International Labour Organization Conference, and assists in the implementation of ILAB's projects that address international child labor and technical assistance to promote core labor standards.

**Internships:** For students interested in international legal matters, ETLS offers the most relevant opportunities. However, this Division offers only limited unpaid internship positions. For further information contact:

Gary M. Buff, Associate Solicitor  
Division of Employment and Training Legal Services  
U.S. Department of Labor  
Room N-2101  
200 Constitution Avenue NW  
Washington, DC 20210  
Tel: (202) 693-5283  
buff.gary@dol.gov

Additionally, ILAB offers internship opportunities, but these are not legally-oriented positions.

**Post-Graduate Opportunities:** ETLS and the Office of the Solicitor hire primarily at the entry level. The number of entry level positions fluctuates. Currently, the primary means of entry level hiring in the Office of the Solicitor is through the Honors Program. Visit [www.dol.gov/sol](http://www.dol.gov/sol) and select *Honors Program* for more information.

Additional job vacancy information is available on the DOL website. Follow the *Job Seekers* link in the *Find It!* section of the website. All DOL vacancies are organized by agency.

## Department of State

### Contact Information:

U.S. Department of State  
2201 C Street NW  
Washington, DC 20520  
Tel: (202) 647-4000  
[www.state.gov](http://www.state.gov)  
[www.careers.state.gov](http://www.careers.state.gov)

**Description:** The U.S. Department of State carries out U.S. foreign policy and maintains diplomatic relations with approximately 180 countries throughout the world. Composed of Civil Service employees, Foreign Service Officers (FSOs) and Foreign Service Specialists (FSSs), the Department employs more than 6,000 professionals based in Washington, DC, domestic field offices, overseas embassies and consulates, and the U.S. Mission to the United Nations in New York.

The Office of the Legal Adviser (OLA) provides legal advice on all issues, foreign and domestic, that arise in the course of the State Department's work. Attorneys provide advice on international and domestic legal questions; negotiate treaties, agreements and contracts; and draft and interpret legislation. OLA often addresses issues of public international law and deals directly with international organizations. The OLA has a staff of 170 permanent attorneys. Lawyers are also involved in policymaking in other offices of the State Department. For example, approximately 10% of Foreign Service Officers hold a law degree. Functional areas of specialization in the Foreign Service include Administrative, Consular, Economic, and Political.

**Internship Opportunities:** Each summer, 12 to 14 second-year law students are hired for paid positions in OLA. For more information visit [www.state.gov/s/l](http://www.state.gov/s/l), contact the Human Resources Officer at the Office of the Legal Adviser at the address above, or phone (202) 647-8323.

In addition, the U.S. Department of State offers summer, spring and fall internships, both overseas and domestically. Most internships are unpaid. However, a limited number of paid internships are available to students who can demonstrate financial need. Housing is not provided for domestic internships. Abroad, every effort is made to provide housing at no cost to the interns. However, because circumstances vary by post, this cannot be guaranteed. For more information and to apply, visit [www.careers.state.gov](http://www.careers.state.gov) and click on *Student Programs*.

**Post-Graduate Opportunities:** OLA periodically hires recent law school graduates as well as more experienced attorneys. For more application information, contact the Personnel Officer at the OLA at the address given above.

The Department of State recruits candidates for positions in both the Foreign Service and Civil Service, including opportunities through the President Management Fellowship program. For detailed information, visit [www.careers.state.gov](http://www.careers.state.gov).

## Department of Transportation (DOT)

### Contact Information:

U.S. Department of Transportation  
1200 New Jersey Avenue, SE  
Washington, DC 20590  
Tel: (202) 366-4000  
[www.dot.gov](http://www.dot.gov)

**Description:** The DOT coordinates national transportation policy for the federal government. It handles air, highway, rail, and sea transportation within and outside of the United States. More than 100,000 employees work for the department, including about 25,000 in Washington, DC.

Within the Office of General Counsel, the Office of International Law is responsible for international transportation policies and programs. It typically employs less than 10 attorneys who deal with the economic ramifications of international aviation and maritime law, help negotiate international agreements (often in conjunction with the Department of State), and collaborate with intergovernmental organizations. Within DOT the Federal Aviation Administration (FAA) has its own chief counsel, as does each modal administration. Of the 175 members of the FAA's legal staff, three attorneys belong to the International Affairs & Legal Policy Staff and serve as in house counsel on legal policy and various safety and security issues associated with international aviation law.

**Internship Opportunities:** The Office of International Law has unpaid legal internships available each semester and summer. For more information, contact Joe Brooks, Deputy Assistant General Counsel for International Law by mail at the address above, by phone (202) 366-2972, or by email at [Joe.Brooks@dot.gov](mailto:Joe.Brooks@dot.gov). Opportunities can also be found at [www.dot.gov/ost/ogc](http://www.dot.gov/ost/ogc) by selecting *Jobs*.

For inquiries regarding the International Affairs & Legal Policy Staff of the FAA, contact:

Assistant Chief Counsel  
International Affairs & Legal Policy Staff  
Federal Aviation Administration  
Room 919  
800 Independence Avenue SW  
Washington, DC 20591  
Tel: (202) 267-3515  
Fax: (202) 267-5261

**Post-Graduate Opportunities:** Every two years the Office of the General Counsel sponsors and administers an Honors Program for new or recent law graduates. During the two-year program, each Honors Attorney rotates between the DOT General Counsel Office and the Chief Counsel Offices in the various DOT organizations, such as the FAA. There are typically eight to ten openings for this program. Interested candidates should contact Jennifer Thibodeau, Honors Attorney Hiring Coordinator for the Office of the General Counsel, by mail at the address above (include West Building, room W98-323), by phone at (202) 366-2972 or by email at [honors.attorneys@dot.gov](mailto:honors.attorneys@dot.gov). Additional information can be found at [www.dot.gov/ost/ogc](http://www.dot.gov/ost/ogc) by selecting *Jobs* and *Honors Attorney*.

Aside from the Honors Program, attorneys are hired at the entry level. These positions, when available, are advertised on the DOT website.

For legal jobs in any of the DOT offices check the *Legal Staff Positions* on the DOT website. In addition, all DOT job vacancies are also posted on the federal government job website at [www.usajobs.gov](http://www.usajobs.gov).

## Department of the Treasury

### Contact Information:

U.S. Department of the Treasury  
1500 Pennsylvania Avenue NW  
Washington, DC 20220  
Tel: (202) 622-2000  
Fax: (202) 622-6415  
[www.ustreas.gov](http://www.ustreas.gov)

**Description:** The Department of the Treasury oversees a wide-range of programs relating to economic, financial, and tax policy. Its responsibilities are carried out by a number of bureaus, including the IRS and the Secret Service. The Office of General Counsel (OGC), which is comprised of over 2,200 attorneys, handles all legal work for the Treasury Department, however, each of the bureaus has its own legal office, some of which have significant international operations. The OGC at the Treasury is divided into four divisions, though only two (International Affairs Division and Enforcement Division) do significant international work. The Enforcement Division, with nine attorneys, works with other agencies and their foreign counterparts on law enforcement matters, including assisting the Justice Department. The International Affairs Division, also with nine attorneys, provides legal advice in connection with a broad range of international economic and financial matters, including third world debt problems, and issues involving the International Monetary Fund (IMF) and the World Bank.

The nine attorneys of the Chief Counsel's Office for the Office of Foreign Assets Control (OFAC) provide legal advice in connection with OFAC's enforcement of economic sanctions against foreign governments and organizations. Within the Office of the Comptroller of the Currency (OCC), the Counselor for International Activities has nine attorneys who handle legal matters associated with international banking.

**Internship Opportunities:** The Treasury Department has non-salaried summer internships. Those interested in applying can find information regarding the program at [www.treas.gov](http://www.treas.gov) (select *Offices*, *General Counsel* and *General Counsel Summer Honors Program*). The summer program is open to applicants who are interested in any of the divisions within the Office of the General Counsel, both international and others, but those interested in internationally-oriented work should take a look at the descriptions of the offices of the Assistant General Counsel for International Affairs, the Assistant General Counsel for Enforcement and Intelligence, and the Chief Counsel of the Office of Foreign Assets Control. Applicants interested in working only or particularly with specific OGC offices should indicate this in their cover letters. For further information on applying for an internship, referred to as a clerkship, contact Michele Quintana at the address above, or email her at [OGCsummer@do.treas.gov](mailto:OGCsummer@do.treas.gov). Her direct line is (202) 622-1912.

**Post-Graduate Opportunities:** Due to budgetary restraints, the Honors Program for recent law school graduates and legal clerks has been discontinued.

The Treasury's OGC does hire at the entry level. All vacancies are posted on [www.usajobs.gov](http://www.usajobs.gov) as they come available.

## Environmental Protection Agency (EPA)

### Contact Information:

U.S. Environmental Protection Agency  
Office of General Counsel  
1200 Pennsylvania Avenue, NW (2310A)  
Washington, DC 20460  
Tel: (202) 564-8040  
Fax: (202) 564-1778  
[www.epa.gov](http://www.epa.gov)

Cross-Cutting Issues Law Office  
Associate General Counsel:  
Carol Ann Siciliano (Acting)  
Phone: (202) 564-5489

**Description:** The EPA's mission is to protect human health and to safeguard the natural environment—air, water and land—upon which life depends. EPA employs 18,000 people across the country, including its headquarters in Washington, DC, 10 regional offices, and more than a dozen labs. The Office of General Counsel is the chief legal advisor to EPA, providing legal support for Agency rules and policies, case-by-case decisions (such as permits and response actions), and legislation. There are approximately 200 lawyers in OGC's headquarters office in DC. The primary role of OGC lawyers is to provide legal advice to EPA and to articulate the Agency's legal positions in the federal courts and before other tribunals and organizations.

The Cross-Cutting Issues Law Office is responsible for International Environmental Law. It provides legal services in connection with the international aspects of EPA's environmental programs and also participates in the negotiation of international trade and investment agreements to ensure that environmental concerns are taken into account. For more information on the International Environmental Law office of the EPA, go to [www.epa.gov/ogc/lawlinks.htm](http://www.epa.gov/ogc/lawlinks.htm) and select *International Law*.

**Internship Opportunities:** The Office of the General Counsel hires second-year law students as paid interns through its Summer Honors Program. The Summers Honor Program is the primary vehicle used to recruit law students for attorney positions. Applicants should indicate on their applications that they want to be placed in the International Environmental Law Office within the Cross-Cutting Issues Office, though this is not guaranteed. All questions should be directed to Eudora Heath at [heath.eudora@epa.gov](mailto:heath.eudora@epa.gov). Applicants should send a resume, writing sample, references, and a letter describing one's qualifications to the Hiring Coordinator in the Office of the General Counsel to the address below.

**Post-Graduate Opportunities:** The OGC does hire at the entry level, but does not post such openings on their websites. OGC, and other EPA vacancies, are advertised on [www.usajobs.gov](http://www.usajobs.gov). Applicants for these permanent positions must be in their last year of law school, or must have already graduated.

Hiring Coordinator  
Office of General Counsel (2311A)  
U.S. Environmental Protection Agency  
Ariel Rios Building  
1200 Pennsylvania Avenue, NW  
Washington, DC 20460

## **Export-Import Bank of the United States (Ex-Im Bank)**

### **Contact Information:**

Office of the General Counsel  
Export-Import Bank of the United States  
811 Vermont Avenue NW  
Washington, DC 20571  
Tel: (800) 565- 3460  
Fax: (202) 565-3462  
[www.exim.gov](http://www.exim.gov)

**Description:** The Export-Import Bank of the United States is the official export credit agency of the United States. Ex-Im Bank's mission is to assist in financing the export of U.S. goods and services to international markets. Ex-Im Bank does not compete with private sector lenders but provides export-financing products that fill gaps in trade financing. The Bank assumes credit and country risks that the private sector is unable or unwilling to accept. Ex-Im Bank lawyers advise on programs providing loans, loan guarantees, and export credit insurance to promote U.S. exports. Currently, there are 24 attorneys in the Office of General Counsel.

**Internship Opportunities:** During the summer the Office of the General Counsel takes one unpaid intern for eight to 10 weeks. U.S. citizenship is required. Interested students should write to Joyce Stone, Intern Coordinator at the Office of the General Counsel at the above address, call at (202) 565-3336, or email, [joyce.stone@exim.gov](mailto:joyce.stone@exim.gov).

**Post-Graduate Opportunities:** For permanent positions, successful candidates usually have at least three to five years of relevant work experience in international transactional law. U.S. citizenship is required. Job vacancies are posted on the Ex-Im Bank's website, [www.exim.gov](http://www.exim.gov), by selecting *About* at the top of the homepage and then *Careers*.

## Federal Communications Commission (FCC)

### Contact Information:

Federal Communications Commission  
445 12<sup>th</sup> Street SW  
Washington, DC 20554  
[www.fcc.gov](http://www.fcc.gov)  
[www.fcc.gov/ib](http://www.fcc.gov/ib)

Office of General Counsel  
445 12<sup>th</sup> Street SW  
Washington, DC 20554  
Tel: (202) 418-1700  
Fax: (202) 418-2822

**Description:** The FCC is an independent federal agency responsible for regulating interstate and international communications by radio, television, wire, satellite and cable. Lawyers work with the International Bureau (IB), which deals with international telecommunications regulation, licensing, policies, and programs. This bureau represents the FCC with international organizations and foreign governments. It consists of three divisions: Policy, Satellite Communications, and Strategic Analysis and Negotiations. The Office of General Counsel has approximately 60 attorneys, but does not have a separate division for international law, although it does consult with the IB on international legal matters.

**Internship Opportunities:** Each division of the IB accepts up to three unpaid interns for the spring, summer and fall semester. Law students assist in legal advising and policy making and should have backgrounds in international/communications law. All FCC internship opportunities are listed at [www.fcc.gov/internships](http://www.fcc.gov/internships). For contact information for IB's divisions currently offering internships, go to [www.fcc.gov/internships/ib.html](http://www.fcc.gov/internships/ib.html).

The Office of the General Counsel hires between one and two interns during the summer months. However, only a small percentage of the work done in the OGC is actually IB related. For further information, contact:

Diane Griffin Holland  
Office of General Counsel  
Tel: (202) 418-1720  
Email: [Diane.Griffin@fcc.gov](mailto:Diane.Griffin@fcc.gov)

**Post-Graduate Opportunities:** The IB and the Office of General Counsel hire at the entry level. Vacancies are posted on the FCC website (under *Employment Opportunities*), and legal openings are also often advertised in law journals.

## Federal Maritime Commission (FMC)

### Contact Information:

Federal Maritime Commission  
800 North Capitol Street, NW  
Washington, DC 20573  
Tel: (202) 523-5773 (Office of Human Resources)  
(202) 523-5740 (Office of the General Counsel)  
(202) 523-5783 (Bureau of Enforcement)  
www.fmc.gov

**Description:** The Federal Maritime Commission regulates U.S. and foreign ocean-borne commerce and ensures reciprocity with foreign governments.

The Office of General Counsel (OGC) in the FMC provides legal counsel to the Commission and is also responsible for the Commission's international affairs program. The OGC is small, employing only six attorneys. Thus, jobs and internships are only periodically available.

Another internationally oriented division of the FMC is the Bureau of Enforcement (BOE), which participates as trial counsel in proceedings against international ocean carriers. Like the OGC, this office currently has seven attorneys, so opportunities are similarly limited.

**Internship Opportunities:** The Office of General Counsel and the Bureau of Enforcement do not post internship openings because positions are only sporadically available. If interested, students should contact the Office of Human Resources, OGC or BOE at the addresses below:

Office of Human Resources  
Hatsie H. Charbonneau, Director of Human Resources  
Room 924, 800 North Capitol Street, NW  
Washington, DC 20573  
Email: humanresources@fmc.gov

Office of General Counsel  
Peter J. King, Acting General Counsel  
Federal Maritime Commission  
Room 1018, 800 North Capitol Street NW  
Washington, DC 20573  
Email: generalcounsel@fmc.gov

Bureau of Enforcement  
Vern W. Hill, Director  
Room 900, 800 North Capitol Street NW  
Washington, DC 20573  
Email: boe@fmc.gov

**Post-Graduate Opportunities:** Though openings are infrequent, the Office of General Counsel and the Bureau of Enforcement will hire recent graduates with no professional experience. Vacancies are posted on the FMC website, under *Employment Opportunities*.

## Federal Reserve System

### Contact Information:

Federal Reserve Board  
20th and C Streets NW  
Washington, DC 20551  
Tel: (202) 452-3000  
[www.federalreserve.gov](http://www.federalreserve.gov)

Federal Reserve Bank of New York  
33 Liberty Street  
New York, NY 10045-0001  
Tel: (212) 720-6130  
[www.newyorkfed.org](http://www.newyorkfed.org)

**Description:** The Federal Reserve System (or the “Fed”) is the central bank of the United States. It consists of 12 regional banks in addition to the Board of Governors, based in Washington, DC. Among other responsibilities, it formulates and executes monetary policy, supervises and regulates depository institutions, provides an elastic currency, assists the federal government’s financing operations, and serves as the banker of the U.S. government.

The Federal Reserve Board, an independent agency of the federal government, offers attorneys a unique opportunity to participate in work on legal issues related to all aspects of the federal regulation of the nation’s banking system and financial markets, including the supervision and regulation of banks and bank holding companies, international banking, and the operation of the payment system. Other important areas of responsibility include analysis and development of agency positions and testimony relating to proposed legislation in the banking and monetary fields; participation in a full range of international banking matters; implementation of consumer protection statutes; development of internal personnel policies; and participation at both the trial and appellate levels in litigation affecting the Board, which includes both brief writing and oral arguments. The size of the professional staff of the Legal Division (approximately 55 attorneys) and the broad scope of its duties enable attorneys to assume important responsibilities early in their careers and to achieve a high degree of professional development. Both the Federal Reserve Board and the Federal Reserve Bank of New York have sizable international operations. The New York Fed, on behalf of the Federal Reserve System and the U.S. Treasury, intervenes in foreign exchange markets. In addition, the New York Fed serves as the fiscal agent of the U.S. with foreign central banks and international financial organizations. For example, lawyers at the New York Fed participated in the negotiation of the Mexican peso bailout plan.

**Internship Opportunities:** The Legal Division at the Federal Reserve Board hires, on average, two second-year law school students as part of its summer internship program. Interns receive legal research and writing assignments from all the sections of the Legal Division, including the Banking Regulation and Policy Group, Monetary and Consumer Affairs, and the Litigation, Enforcement, and System Matters Group. The Legal Division uses its summer internship program as a recruiting tool and has extended offers to many of the summer interns to return for permanent employment upon completion of their third year of law school. Interested candidates should contact Deborah H. Nelbach, Senior Legal Recruiting Administrator in the Legal Division of the Federal Reserve Board at the DC address above. She can also be reached by phone at (202) 452-3524 or by email at [debbie.nelbach@frb.gov](mailto:debbie.nelbach@frb.gov).

In the Federal Reserve Bank of New York, the Legal Group hires four first year law students each summer for a 10-week internship program. The Legal Group does not currently offer internships to second and third year law students. Interns receive legal research and writing based assignments from each of the three divisions of the Legal Group. Send all inquiries to the Recruiting Coordinator in the Legal Group at the address listed above or email [recruiting.legal@ny.frb.org](mailto:recruiting.legal@ny.frb.org).

**Post-Graduate Opportunities:** The Legal Division of the Federal Reserve Board does hire lawyers with no professional experience as well as lawyers with experience. All openings are posted at the Federal Reserve Board website (select the *Career Opportunities* link). The Fed also advertises vacancies in the *Legal Times*, *American Banker*, *The Washington Post*, and on *monster.com*. The Legal Department in New York only hires lawyers with at least two years professional experience. General openings of New York are posted on their website by selecting *Career Opportunities*. For those several years out of law school, job experience at an international bank or a law firm that does similar work is helpful.

## Federal Trade Commission (FTC)

### Contact Information:

Federal Trade Commission (FTC)  
600 Pennsylvania Avenue NW  
Washington, DC 20580  
Tel: (202) 326-2222  
Fax: (202) 326-2328  
[www.ftc.gov](http://www.ftc.gov)

Federal Trade Commission  
Human Resources Management Office  
600 Pennsylvania Avenue NW  
Room H-723  
Washington, DC 20580  
Tel: (202) 326-2021  
Fax: (202) 326-2543  
[HRMOemployment@ftc.gov](mailto:HRMOemployment@ftc.gov)

**Description:** The Federal Trade Commission's Office of International Affairs (OIA) focuses on the international issues connected with the FTC's competition and consumer protection missions. The Office is located at FTC headquarters in Washington, DC. Their work involves international aspects of law enforcement, protecting U.S. consumers from anticompetitive conduct abroad and from cross-border fraud, and policy coordination to promote international convergence toward best practices. Lawyers who have lived abroad, speak languages and/or have earned foreign relations degrees are better positioned to be hired. An understanding of antitrust economics that comes through law and economic courses is valuable. It is also important to be well-grounded in U.S. antitrust practice to be effective internationally.

As one FTC international antitrust lawyer described it, antitrust is a great U.S. export since 1990. Today, over 100 countries have antitrust laws. OIA promotes convergence of antitrust best practices so that all of these laws can function without conflict so companies can operate globally. One way this is achieved is through the International Competition Network (ICN), made up of 86 lawyers and economists from antitrust agencies around the world. The ICN developed a set of antitrust best practice recommendations.

Finally, OIA gets involved in both antitrust and consumer protection investigations when the cases have some international ramifications. A typical international antitrust investigation might be a merger that

affects in a number of countries and is under investigation by several. A typical consumer protection case might be a cross-border fraud case in which the victims are American but the perpetrators are located in other countries and use the Internet and telecommunication services to reach consumers across borders. OIA also provides competition and consumer protection technical assistance through USAID for economic reform. Under this program, lawyers have been sent around the world, with stays ranging from a few weeks to six months. There are a total of 562 attorneys currently at the FTC and 19 attorneys in the Office of International Affairs.

**Internship Opportunities:** The FTC provides summer employment opportunities (for up to 10 weeks) for law students who have completed one or more years of law school or who are law school graduates going on to judicial clerkships. A background in economics or business is preferred, but not required. Most of these positions are located in the Bureau of Competition and Bureau of Consumer Protection. For applications and additional information, contact the Human Resources Management Office at the address listed above, or email [HRMOEmployment@ftc.gov](mailto:HRMOEmployment@ftc.gov), or call 202-326-2021.

**Post-Graduate Opportunities:** The FTC recruits annually for entry level attorney positions. Honors attorneys are hired at the GS-11 and GS-12 levels and require completion of the JD degree. Recent graduates are placed in fourteen month positions as law clerks pending admission to a bar. Attorneys must be licensed and authorized to practice under the laws of a state, territory, the District of Columbia, or the Commonwealth of Puerto Rico. Assignments are usually to the Bureau of Consumer Protection and the Bureau of Competition. Employment inquiries may be sent to the Human Resources Management Office at the address listed above, or email [HRMOemployment@ftc.gov](mailto:HRMOemployment@ftc.gov). For more information, go to [www.ftc.gov](http://www.ftc.gov) and choose *Jobs* or go to [www.usajobs.gov](http://www.usajobs.gov).

## Inter-American Foundation (IAF)

### Contact Information:

Inter-American Foundation  
901 North Stuart Street  
Arlington, VA 22203  
Tel: (703) 306-4301  
[www.iaf.gov](http://www.iaf.gov)

**Description:** The IAF is an independent U.S. government agency with the mission of promoting social change and development in Latin America and the Caribbean. It provides economic assistance and also enters into partnerships with public and private sector entities to mobilize grassroots development. Approximately 45 employees work for IAF. The General Counsel's office staff consists of the General Counsel, a second attorney, and a legal specialist. The majority of the professional staff work in the Program Office, managing proposed and current grants as well as other IAF initiatives.

**Internship Opportunities:** The Office of the General Counsel generally takes one summer intern and periodically takes an intern during the school year. Legal Interns at the IAF are unpaid. Interested students should contact the Office of the General Counsel at the address listed above, or email E. Anne Kopley at [ekopley@iaf.gov](mailto:ekopley@iaf.gov).

**Post-Graduate Opportunities:** Given the small size of the Office of the General Counsel, new attorneys are rarely hired. Language skills in Spanish, Portuguese, French, and Haitian Creole are useful. Vacancy announcements are posted on the federal government's [usajobs.gov](http://usajobs.gov) website.

## Internal Revenue Service (IRS)

### Contact Information:

Office of the Chief Counsel – Internal Revenue Service  
Hsinyu Yu, Attorney Recruitment Manager  
CC:FM:HR:ARRP  
1111 Constitution Avenue NW, Room 6422  
Washington, DC 20224  
Tel: (202) 622-4550  
Fax: (202) 927-6975  
<http://jobs.irs.gov/mn-attorney.html>  
[hsinyu.yu@irscounsel.treas.gov](mailto:hsinyu.yu@irscounsel.treas.gov)

**Description:** With the Internal Revenue Service (“IRS”) as their client and 1,500 attorneys on staff, the Office of Chief Counsel is the preeminent employer of tax attorneys in the country. The IRS has thirteen different legal divisions with approximately 650 attorneys located in their National Office in Washington, DC and 850 attorneys in field offices throughout the US.

Their International Division employs approximately 100 of these attorneys, the majority of whom work in the National Office in Washington, DC. Others work on the west coast at a branch office of International’s Advance Pricing Agreement program. These attorneys provide legal advisory services on all international and foreign tax matters, including all matters relating to the activities of non-U.S. persons or entities within the United States and the activities of U.S. or U.S.-related persons or entities outside the United States. These legal advisory services support uniform interpretation, application, enforcement and litigation of the tax laws related to all international provisions of the United States revenue laws, all bilateral and multilateral tax treaties and agreements to which the United States is a party and all foreign revenue laws relating to tax matters in the United States.

**Internship Opportunities:** The Office of Chief Counsel, Internal Revenue Service, offers paid summer legal internships. These positions are available primarily to second-year law students. In the National Office, interns take part in a variety of training, educational and social events, as well as interagency tours and presentations. Offers of full-time employment may be made to summer interns at the conclusion of the program. Summer positions are available to second year law students at the GS-9, Step 1 level. A limited number of positions are also available to first year law students at the GS-7, Step 1 level.

**Post-Graduate Opportunities:** The Office of Chief Counsel has an Honors Program available primarily to third-year law students and graduating Tax LLM students. Their entry-level positions provide the opportunity to acquire significant training and experience in tax law. Honors Program positions are open to individuals each year who have superior academic qualifications or relevant experience to the work of Chief Counsel. Appointments under the Honors Program are made at GS-11, Step 8 for JD applicants, and at GS-12, Step 4 for LLM applicants. For experienced attorneys wishing to be considered for lateral positions all available vacancies are posted on [www.usajobs.gov](http://www.usajobs.gov).

## International Trade Commission (ITC)

### Contact Information:

U.S. International Trade Commission  
500 E Street SW  
Washington, DC 20436  
Tel: (202) 205-2651  
www.usitc.gov

**Description:** The ITC, an independent quasi-judicial federal agency, provides technical assistance and advice on international trade issues to the executive and legislative branches and administers U.S. trade remedy laws. Its major operations are import injury investigations, intellectual property-based import investigations, research, trade information, and trade policy support. The ITC maintains a staff of approximately 370 professionals, including over 50 attorneys.

**Internship Opportunities:** The ITC hires a small number of legal interns for 10-week terms during the summer and will make an announcement regarding resume collection on its website in February. Materials can be submitted online, by fax or by mail. Candidates should submit an official transcript and a resume to Vickie Williams, HR Specialist. She can be reached by phone at (202) 205-2651.

**Post-Graduate Opportunities:** The ITC does not hire entry level attorneys. Attorneys are hired as specialists in antitrust, customs-related, and patent law. A background in economics, international law, international trade, and/or regional studies is helpful. Current employment opportunities can be found on the ITC website. Select *Site Map* at the top of the homepage, then *Jobs*.

## Nuclear Regulatory Commission (NRC)

### Contact Information:

U.S. Nuclear Regulatory Commission  
One White Flint North  
11555 Rockville Pike  
Rockville, MD 20852  
Tel: (301) 415-7000  
www.nrc.gov

Office of the General Counsel  
U.S. Nuclear Regulatory Commission  
Mail Stop O15 D21  
Washington, DC 20555

**Description:** The NRC ensures adequate protection of public health and safety, the common defense and security, and the environment in the use of nuclear materials and facilities in the U.S. The NRC supports U.S. interests abroad in the safe and secure use of nuclear materials and in support of U.S. nonproliferation policies. In addition to a robust program of bilateral technical information exchanges and research programs with regulatory agencies in other countries, the NRC often works closely with the International Atomic Energy Agency (IAEA), a specialized agency of the United Nations and with the Nuclear Energy Agency of the Organization for Economic Cooperation and Development.

NRC is the U.S. licensing authority for exports and imports of nuclear materials and equipment, and is a key U.S. Government agency in the development and implementation of international legal instruments

governing the safe and secure uses of nuclear materials. NRC participates in international working groups and provides advice and assistance to international organizations and foreign countries to develop effective regulatory organizations and enforce rigorous safety and security standards.

The Office of International Programs (OIP) is the NRC's main international conduit. OIP refers all legal questions to the OGC, so law students may find work at the OGC more relevant.

The Office of the General Counsel (OGC) has about 80 attorneys and handles all the legal work for the NRC, most of which concerns domestic regulation of nuclear material and facilities. Within the OGC, the Division of Legal Counsel, Legislation, and Special Projects handles the majority of the international legal work. For example, this division reviews licenses for exports of nuclear materials and assists with international nuclear cooperation agreements. The Rulemaking and Fuel Cycle Division handles assistance work to countries building a legislative or regulatory infrastructure to handle nuclear energy or materials applications in the medical, industrial, or energy sectors.

**Internship Opportunities:** The Office of the General Counsel offers on average four paid internships for the summer. General information on internships at the OGC is posted on the NRC website by accessing the *Employment* page and then by clicking on *Student Programs*. Interested students should contact Larniece McKoy Moore, Recruiting and Professional Development Coordinator, in the Office of the General Counsel, or contact her by phone at (301) 415-1942, or email [Honorlaw@nrc.gov](mailto:Honorlaw@nrc.gov). The deadline for summer internship applications is February 1.

**Post-Graduate Opportunities:** The Honor Law Graduate Program hires an average of six third-year law students for positions in the OGC. Participants rotate throughout the various divisions of the OGC during the first two years of employment. All application materials are available on the NRC website. From the NRC homepage, click *Employment*, then *Career Paths*, and then *Honor Law Graduate Program*. For additional information contact Larniece McKoy Moore using the information in the paragraph above or visiting [www.nrc.gov](http://www.nrc.gov). Select *About NRC*, *Employment*, *Career Paths* and *Honor Law Graduate Program*.

Aside from the Honor Law Graduate Program, the OGC does infrequently hire at the entry level. Openings are posted at [www.usajobs.gov](http://www.usajobs.gov). Attorney positions and positions in the Office of International Programs can also be found on the USA Jobs site.

## Overseas Private Investment Corporation (OPIC)

### Contact Information:

Overseas Private Investment Corporation  
1100 New York Avenue NW  
Washington, DC 20527  
(202) 336-8400  
[www.opic.gov](http://www.opic.gov)

**Description:** OPIC is a small, independent agency of the United States Government. Since 1971, OPIC has served as the key federal agency for encouraging mutually beneficial American business investments in the world's developing nations, thereby improving U.S. global competitiveness, creating American jobs and increasing U.S. exports. OPIC provides qualified investors with project financing, investment insurance, and a variety of investor services in approximately 150 developing nations and emerging economies throughout the world. The projects that OPIC supports must not result in the loss of U.S. jobs and must provide significant benefits to the social and economic development of the host country. Specifically, OPIC operates three main programs: insuring U.S. investors against certain political risks

(currency inconvertibility, expropriation, war, revolution, insurrection and civil strife); financing private sector and mixed public/private projects through loans and loan guaranties; and providing pre-investment consulting services to U.S. companies that are considering investments abroad.

OPIC's Department of Legal Affairs, consisting of approximately 20 attorneys, interacts with every department at OPIC and plays an important role with respect to OPIC's overall program. The department negotiates with individual countries the bilateral agreements allowing OPIC to offer its programs in that country. Once OPIC programs are in place, the department represents OPIC in any negotiations with foreign governments, including settlement of OPIC's claims against the government after OPIC has compensated an insured investor. OPIC lawyers also draft project finance and investment funds legal documentation, review political risk insurance contracts, negotiate with investors and their counsel on the details of finance, funds and insurance transactions, and determine liability and the extent of compensation due in claims on OPIC insurance policies. In the event of a dispute under an insurance policy, the department may represent OPIC in arbitration, the dispute resolution mechanism called for in OPIC insurance contracts. If OPIC chooses to rely on outside counsel (for example, local counsel in a project country), OPIC lawyers select and supervise retained attorneys. Finally, OPIC depends on the department to provide any legal advice it may require as a corporation on a wide range of general corporate, legislative, and administrative matters.

**Internship Opportunities:** OPIC's Department of Legal Affairs invites a few law students with outstanding records and a demonstrated interest in finance and international law and development to spend a summer or academic semester at OPIC as law clerks. For summer internship positions, first- and second-year law students will be considered. For spring and fall internship positions, second- and third-year law students will be considered. Spring, summer, and fall positions are for 12 weeks. Summer positions are paid and are full time only. Spring and fall semester positions are unpaid and are either full time or part time. OPIC will consider applicants who wish to receive academic credit for the internship position.

OPIC internships provide exposure to many facets of international investment, from structuring project financings to the assessment of political risks and evaluation of claims in connection with OPIC's insurance contracts. An internship with OPIC's Department of Legal Affairs gives students a comprehensive overview of the operations and effectiveness of OPIC programs in support of international transactions. The department makes every effort to match required research assignments to the interns' areas of particular interest. The successful applicant will have an outstanding academic record (OPIC will request an official transcript for those applicants under consideration); experience or a demonstrated interest in finance, and international law and development, including academic or employment background in banking, finance, international affairs, etc.; and superior writing ability.

Applicants must be U.S. citizens and never have been convicted of a felony. In addition, male applicants born after December 31, 1959 must have registered with the Selective Service System. Interns must be enrolled in a full-time academic program (i.e., must not have yet graduated). Interviews of the leading candidates for the available positions are conducted over the telephone. For information and an online application, go to [www.opic.gov](http://www.opic.gov), and under *About Us* select *Jobs*, and then *Internship Program*.

**Post-Graduate Opportunities:** OPIC requires a minimum of five years of relevant experience in private law practice for permanent attorney positions. For information, visit [www.opic.gov](http://www.opic.gov) and select *Jobs*.

## Peace Corps

### Contact Information:

Office of the General Counsel  
Peace Corps  
1111 20th Street NW  
Washington, DC 20526  
Tel: (800) 424-8580  
Fax: (202) 692-2151  
[www.peacecorps.gov](http://www.peacecorps.gov)

**Description:** Established by Congress in 1961 at the behest of President John F. Kennedy, the Peace Corps has three primary goals: helping the people of interested countries in meeting their needs for trained men and women, promoting a better understanding of Americans on the part of the people served, and promoting a better understanding of other peoples on the part of all Americans. The Peace Corps sends U.S. citizens to more than 70 countries as volunteers working in education, health and nutrition, business and economic development, environmental education, and other development-related fields. Volunteers serve for 27 months, receive stipends for their living expenses, and accrue a readjustment allowance upon completion of service. Individuals with legal expertise may be assigned to posts that take advantage of their legal skills.

The Peace Corps operates in Washington, DC, 11 regional offices throughout the country, and overseas. Seven to eight attorneys work in the Office of the General Counsel in Washington, DC, and support operations worldwide.

**Internship Opportunities:** The Office of the General Counsel hires summer interns, paid or on a work-study basis, as resources permit. Interested applicants may send a resume and cover letter to the Office of the General Counsel, and applications will be reviewed if internship positions become available. Contact Charles Fout at the address above or by phone at (202) 692-2150.

**Post-Graduate Opportunities:** The Office of the General Counsel generally hires attorneys with at least five years prior experience. New law graduates can apply for regular Peace Corps volunteer positions through the standard procedure discussed on the website.

## Securities and Exchange Commission (SEC)

### Contact Information:

SEC Headquarters  
100 F Street NE  
Washington, DC 20549  
Tel: (202) 942-8088  
[www.sec.gov](http://www.sec.gov)

Office Human Resources  
Mail Stop 3030  
Tel: (202) 551-4118  
[recruit@sec.gov](mailto:recruit@sec.gov)

**Description:** The SEC is an independent, quasi-judicial regulatory agency that administers federal securities law, ensuring compliance through regulation and enforcement. The SEC employs hundreds of

attorneys, but most international legal work is done in the Office of International Affairs and Office of International Corporate Finance (comprised of 12 and six attorneys respectively). The Office of International Affairs investigates international problems that arise in enforcement, promotes cooperation among international bodies, and works on treaties. The Office of International Corporate Finance deals primarily with transactional offerings of international companies in the United States. International legal work is only done in the Washington headquarters of the SEC. The Office of the General Counsel at the SEC works primarily on domestic legal matters, though a couple of the attorneys there specialize in international law.

**Internship Opportunities:** The Summer Honors Law Program at the SEC hires up to 100 first and second year law students for paid internships lasting 10 weeks. Each division of the SEC chooses which students they wish to hire, though students can indicate preferences. Highlights of the program include seminars and workshops on federal and international securities laws, a mentoring program in which students are paired with an SEC attorney who provides them with guidance and insight throughout the internship experience, and the opportunity to work in conjunction with attorneys and carry out individual and team projects determined by their area of interest and current issues faced by their assigned division or office. For positions in the Washington, DC headquarters and the other 11 regional/district offices of the SEC, students should apply online at [www.sec.gov/jobs](http://www.sec.gov/jobs), opportunities for students, beginning in mid-August for 2Ls and in December for 1Ls.

During the academic year between 35 and 50-unpaid interns are accepted through the Law Student Observer Program. This program runs in both the fall and spring semesters for a 10-week period. The Observer Program is a mix of both seminars and working in an SEC office. For further information about the program, deadlines for applications, and how to apply, visit [www.sec.gov/jobs](http://www.sec.gov/jobs) and select *Job Opportunities for Students*, or contact Candyce Pare at [parec@sec.gov](mailto:parec@sec.gov).

**Post-Graduate Opportunities:** The U.S. Securities and Exchange Commission's Advanced Commitment Program provides opportunities for current third year law students, LLM candidates, and judicial law clerks to secure entry-level attorney positions following completion of their program. Although candidates have been hired in the past to all Regional offices, most opportunities for entry-level attorney positions are located in the Washington, DC headquarters, and the New York and Chicago regional offices. Attorneys in the regional offices concentrate on enforcement matters, conduct investigations and litigate cases they file or institute. Applicants should apply online beginning in mid-August by visiting [www.sec.gov/jobs](http://www.sec.gov/jobs), and select *Job Opportunities for Attorneys*.

If the SEC is interviewing at YLS in the fall interview program you must still submit an online application prior to the interview via the link above.

## **Trade and Development Agency (USTDA)**

### **Contact Information:**

U.S. Trade and Development Agency  
1000 Wilson Boulevard, Suite 1600  
Arlington, VA 22209  
Tel: (703) 875-4357  
Fax: (703) 875-4009  
[www.ustda.gov](http://www.ustda.gov)

**Description:** The U.S. Trade and Development Agency advances economic development and U.S. commercial interests in developing and middle-income countries. The agency funds various forms of

technical assistance, investment analysis, training, orientation visits and business workshops that support the development of a modern infrastructure and a fair and open trading environment.

USTDA's strategic use of foreign assistance funds to support sound investment policy and decision-making in host countries creates an enabling environment for trade, investment and sustainable economic development. Operating at the nexus of foreign policy and commerce, USTDA works with U.S. firms and host countries to achieve the agency's trade and development goals. In carrying out its mission, USTDA gives emphasis to economic sectors that may benefit from U.S. exports of goods and services.

USTDA is an independent federal agency that employs approximately 50 professionals (five of which are attorneys), most with significant experience in their respective fields. Its operations are organized into regional and functional areas. The regional areas are East Asia; Europe and Eurasia; Latin American and the Caribbean; Middle East and North Africa; South and Southeast Asia; and Sub-Saharan Africa. The functional areas are Administrative Operations, Contracting, External Relations, Evaluations/Economics, Financial Management and International Law.

**Internship Opportunities:** The intern program seeks graduate and professional school students with concentrations in international business, trade, or finance; public relations/communications; or economics. Volunteer interns work with one of several regional or functional areas. The U.S. Trade and Development Agency, Office of the General Counsel, accepts applications for internships from first or second year law students with an academic background in Contracts, Finance, Corporations, Federal Administrative Law, International Law or International Business & Trade. Strong writing and analytical skills coupled with excellent work and academic credentials are essential. U.S. citizenship is required. All legal internships are unpaid. USTDA requires a commitment of 40 hours per week over a 10-week period. USTDA legal internships are available during the summer only. Resumes are accepted on a rolling basis. Any intern seeking credit for an internship must make his/her own arrangements with their university.

If interested, please submit a cover letter with your resume and writing samples to Kendra Link, Assistant General Counsel at the address above. You may also fax your cover letter, resume and writing samples to Kendra Link at 703-875-4009. For more information, click *About USTDA*, then *Internships* from USTDA's homepage.

**Post-Graduate Opportunities:** Job vacancies are posted on USTDA's website. Choose *Job Opportunities* from USTDA's homepage.

## Trade Representative (USTR)

### Contact Information:

United States Trade Representative  
600 17th Street NW  
Washington, DC 20508  
(202) 395-7360  
www.ustr.gov

**Description:** The United States Trade Representative operates within the Executive Office of the President. It is the main executive branch agency responsible for formulating and carrying out international trade policy. USTR negotiates trade agreements, drafts and submits legislation, and represents the U.S. in WTO and NAFTA trade disputes. Approximately 25 lawyers at USTR provide advice on developing and coordinating U.S. international trade and investment policy, negotiating

agreements with other countries on these matters, resolving disputes under these agreements, and handling related legislative initiatives.

One alumnus who worked at the USTR noted that the substance of the work is fairly high profile and interesting and the job provides a high level of responsibility from the start. Lawyers work with foreign trade officials, U.S. industry representatives, and Congressional contacts.

**Internship Opportunities:** Unpaid internships in Washington, DC and Geneva are available for second-year law students. Students may split their summers with another employer. Roughly 12-17 interns are hired for the summer, fall, and spring. There is no deadline, students may apply year round. Those interested in working in the Office of General Counsel should indicate so on their applications. Contact Ms. Taiwo Carmichael, Human Resources Assistant at the address above, or phone (202) 395-7360. Students may also fax their documents to (202) 395-9677.

**Post-Graduate Opportunities:** Permanent positions are highly competitive and typically require several years of relevant job experience, including experience in negotiations and international trade law. Foreign language skills are also a plus. Vacancies are advertised on the USTR website which can be accessed by clicking *Who We Are* and then *USTR Job Openings*.

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# CHAPTER 7

## NONGOVERNMENTAL ORGANIZATIONS

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This chapter provides information about legal and non-legal employment opportunities with international public interest nonprofit organizations, which are often known as nongovernmental organizations (NGOs).

There are thousands of NGOs in the United States and elsewhere doing international work of all kinds. They vary enormously in purpose, size, scope of work, structure, resources, philosophy and working style. In addition to truly global organizations, there are also regional and national level organizations. NGOs may work on foreign or domestic issues or tackle problems that span international borders. Some organizations are very law-oriented, while others may do little or no legal work.

Attorneys work in international NGOs in every conceivable capacity: as litigators, lobbyists, researchers, educators, administrators, fundraisers, grassroots organizers, etc. Given the huge number and diversity of international NGOs, it is extremely difficult to do justice in representing all of the opportunities for legal and legal-related work in this area. Luckily, the Internet has greatly simplified the task of obtaining detailed information about NGOs.

### A. Internships

Many nongovernmental organizations rely heavily on interns, especially during the summer. Internships at nongovernmental organizations are as varied as the organizations themselves. Some are extremely competitive. A very small number of internship positions are paid and these are almost exclusively in North America and Europe. Most organizations with formal internship programs are also North American or European. It is usually possible to arrange unpaid internships at organizations without formal programs. Information about internships at organizations not described in this section is available in one or more of the online resources listed here.

### B. Post-Graduate Employment

For the most part, entry level professional positions are hard to find at nongovernmental organizations. With limited resources, most organizations prefer to hire experienced staff members. When entry level positions do open up, many NGOs look first to recent interns to fill the positions. In some cases, organizations that will not hire permanent staff members will hire short-term consultants or fellows.

Some NGOs based in the U.S. have one- or two-year, internally funded fellowship programs—some geared specifically to recent law school graduates. Most organizations without internally funded fellowship programs would be happy to host a recent law graduate as a fellow for a year or two provided he or she has outside funding. An increasing number of law schools sponsor post-graduate fellowship programs in public interest law. Some of these fellowships are limited to the alumni of the sponsoring school while others are open to all recent law graduates. Eligibility may be restricted to particular practice areas.

### C. Resources and Contact Information

#### General Employment Information

- **PSLawNet** ([www.pslawnet.org](http://www.pslawnet.org)) is the best place to search for law related internships, and employment opportunities to help you pursue your international NGO work. YLS is a member of

PSLawNet so all alumni and students may use this database free of charge. Under the *Organization* database you will find hundreds of nonprofit organizations involved in international public interest work, and the ability to search by country or area of law. In the *Opportunities* database you will be able to search for fellowships, internships, and post graduate opportunities.

- **Idealist.org** ([www.idealist.org](http://www.idealist.org)) is a website dedicated to public interest career information. The site includes descriptions of over 55,000 public interest organizations that are both legal and non-legal in focus and located in over 165 countries. It also posts information on internship, volunteering, and job opportunities and has Internet list and newsletter subscription services.
- **AntiRacismNet** ([www.antiracismnet.org/main.html](http://www.antiracismnet.org/main.html)) hosts an international online directory of social justice organizations, issue-specific and news listservs, and a calendar for posting regional, national, and international events. AntiRacismNet also has links to organizations offering internships in fields relating to racial profiling, caste discrimination, and other types of racial discrimination.
- **Human Rights Internet** ([www.hri.ca](http://www.hri.ca)) provides information about NGOs, including many based in developing countries, working in human rights, humanitarian aid, development, and the environment. Select the *Human Rights Organizations* link to find descriptions of these organizations. The *Jobs and Internships* link provides access to current job listings as well as other job-related links.
- **The University of Minnesota's Human Rights Library** ([www1.umn.edu/humanrts/](http://www1.umn.edu/humanrts/)) includes relevant documents, links, and job openings.

## Fellowships

The *Opportunities* database of **PSLawNet** ([www.pslawnet.org](http://www.pslawnet.org)) is the best place to search for law related fellowships. Click on *Job Type* and select type(s) of *Fellowship*, then use the practice area searches if you would like to further limit your search. Also on PSLawNet, you will be able to access the *Post-Graduate International Fellowships Guide* created by Columbia Law School's Center for Public Interest Law. It is a handy list of the leading international public interest, and academic, law related fellowships. After logging in, select *International Resources*, then *Public Service Career Library*.

For YLS students and graduates, the **Robert L. Bernstein Fellowship in International Human Rights**, administered by the Orville H. Schell, Jr. Center for International Human Rights at YLS, offers financial support, currently \$44,000, for two recent graduates to pursue human rights work for a year. Information on this program is available from Jim Silk in the Schell Center at 432-7480 ([schell.law@yale.edu](mailto:schell.law@yale.edu)) or on the Schell Center website at [www.law.yale.edu/schellcenter](http://www.law.yale.edu/schellcenter).

## D. Organizational Listings

This chapter does not provide comprehensive organizational listings; the organizations listed in this chapter all have their main office in the United States, although many have other offices, or are affiliated with organizations, in other countries. The listed organizations also all engage in significant international work that is legally-related. Consider these listings and the resources described above as starting points for exploring a wider range of NGO opportunities, especially for organizations based abroad.

## **The Advocates for Human Rights (TAHR) (formerly Minnesota Advocates for Human Rights)**

### **Contact Information:**

The Advocates for Human Rights  
650 Third Avenue South #550  
Minneapolis, MN 55402-1940  
(612) 341-3302, x100  
[www.theadvocatesforhumanrights.org](http://www.theadvocatesforhumanrights.org)

**Description:** The Advocates for Human Rights is a non-governmental, 501(c)3 organization dedicated to the promotion and protection of internationally recognized human rights. With the help of the more than 600 active volunteers who contribute an estimated \$3.4 million annually of in-kind services, The Advocates documents human rights abuses, advocates on behalf of individual victims, educates on human rights issues, and provides training and technical assistance to address and prevent human rights violations.

The Advocates provides investigative fact finding, direct legal representation, collaboration for education and training, and a broad distribution of publications. The Advocates has produced more than 50 reports documenting human rights practices in more than 20 countries; educated over 10,000 students and community members on human rights issues; and provided legal representation and assistance to over 3,000 disadvantaged individuals and families.

**Internship Opportunities:** The Advocates for Human Rights has internship opportunities in the following programs: Refugee and Asylum Project; BIAS (Building Immigrant Awareness and Support) Project and Human Rights Education Program; Women's Human Rights Program; International Women's Day; Human Rights Monitoring; and Death Penalty. To see internship descriptions for different programs, please visit the website at [www.theadvocatesforhumanrights.org](http://www.theadvocatesforhumanrights.org), select *Volunteer/Jobs*, and then *Internships/Fellowships*.

The internship program that only accepts law students is the Human Rights Monitoring Project Internship. To read more about this opportunity, go to the website above and select *Volunteer/Jobs*, then *Internships/Fellowships*, and then *Human Rights Monitoring Project Internships*.

The Advocates internships do not offer financial compensation. During the summer most interns work 20-40 hours per week. Summer internship applications are due by March 15 but because internships are extremely competitive, apply well in advance of the application deadline.

To apply, download the Word application from the website and include a cover letter, resume and brief writing sample with your application. Email your application to [hrights@theadvocatesforhumanrights.org](mailto:hrights@theadvocatesforhumanrights.org) or mail the application to the Intern Coordinator at the above address.

**Post-Graduate Opportunities:** The Advocates offers a one-year, paid Wellstone Fellowship. When this is offered, information on this fellowship can be found under *Volunteer/Jobs* on the website. The organization is also willing to sponsor applicants for an outside fellowship. Submit your application materials to The Advocates at least four weeks in advance of the deadline.

## American Bar Association Rule of Law Initiative

### Contact Information:

American Bar Association  
Rule of Law Initiative  
740 15th Street NW  
Washington, DC 20005-1022  
Tel: (202) 662-1950  
Fax: (202) 662-1551  
[www.abarol.org](http://www.abarol.org)

**Description:** The Rule of Law Initiative is a public service project of the American Bar Association dedicated to promoting legal reform efforts around the globe. The Rule of Law Initiative believes that rule of law promotion is the most effective long-term antidote to the pressing problems facing the world community today, including poverty, economic stagnation, and conflict. The Rule of Law Initiative consists of five regional divisions: Africa Division, Asia Division, Europe and Eurasia Division, Latin America and the Caribbean Division, and Middle East and North Africa Division, and is comprised of more than 400 staff and volunteers in over 40 countries, including the U.S. The Rule of Law Initiative concentrates its technical legal assistance efforts in the following substantive areas: anti-corruption & public integrity, criminal law & combating trafficking in persons, gender issues, human rights & conflict mitigation, judicial reform, legal education reform, and legal profession reform. For more information see the website at [www.abarol.org](http://www.abarol.org).

**Internship Opportunities:** The ABA Rule of Law Initiative enlists talented individuals who possess the skills and commitment necessary to effectively promote the rule of law in our host countries. The Rule of Law Initiative offers a wide range of domestic and international internship opportunities for undergraduate, graduate, and law students, as well as recent graduates interested in international rule of law promotion. Both law students and recent law graduates can apply for internship opportunities. There is not a specific cycle of when internship opportunities are available because many are based on needs that arise and opportunities that come out of grants. All internships at the Rule of Law Initiative are posted on the website. Go to [www.abanet.org/rol/opportunities/internships.shtml](http://www.abanet.org/rol/opportunities/internships.shtml) to view all current internship opportunities.

**Post-Graduate Opportunities:** The ABA Rule of Law Initiative has a number of staff, consultant, and pro bono legal specialist positions based in the United States and abroad. The Rule of Law Initiative currently employs 47 lawyers, but the vast majority are Country Directors, a position which requires extensive experience specific to a region. Jobs in the DC Office require at least five years of legal experience. The Rule of Law Initiative is generally not a good fit for recent law graduates unless they are interested in programmatic work. All job vacancies are posted on the website. From the homepage, please select the *Job Opportunities* link or visit [www.abanet.org/rol/opportunities/opportunities-home.shtml](http://www.abanet.org/rol/opportunities/opportunities-home.shtml). To subscribe to the Rule of Law Initiative's Opportunities Newsletter please send an email to Melissa Foldvary at [mfoldvary@staff.abanet.org](mailto:mfoldvary@staff.abanet.org) with "Subscribe ROL" in the subject line.

## Center for Constitutional Rights (CCR)

### Contact Information:

666 Broadway, 7th Floor  
New York, NY 10012  
Tel: (212) 614-6464  
Fax: (212) 614-6499  
www.ccrjustice.org  
info@ccrjustice.org

**Description:** The Center for Constitutional Rights is a non-profit legal and educational organization dedicated to protecting and advancing the rights guaranteed by the U.S. Constitution and the Universal Declaration of Human Rights. CCR uses litigation proactively to advance the law in a positive direction, to empower poor communities and communities of color, to guarantee the rights of those with the fewest protections and least access to legal resources, to train the next generation of constitutional and human rights attorneys, and to strengthen the broader movement for constitutional and human rights. The Center currently has 41 staff members, including 14 attorneys.

**Internship Opportunities:** For the last 20 years, CCR has trained the next generation of “people’s lawyers” through its renowned Ella Baker Summer Fellowship Program. Law students assist CCR attorneys with their case load while taking part in educational seminars and talks. CCR also has numerous other unpaid internships both legal and otherwise, and is willing and able to offer credit when appropriate. CCR also welcomes a limited number of high school, undergraduate and recent college graduates for internships throughout the year. For more information on the Ella Baker Summer Fellowship Program, please contact An-Tuan Williams at [awilliams@ccrjustice.org](mailto:awilliams@ccrjustice.org). For general internship inquiries, please contact Claire Dailey at [cdailey@ccrjustice.org](mailto:cdailey@ccrjustice.org).

**Post-Graduate Opportunities:** CCR does not offer entry level employment opportunities but will consider hiring recent law school graduates via the various post-graduate fellowships. Contact Annette Dickerson, Director of Education and Outreach at [annette@ccrjustice.org](mailto:annette@ccrjustice.org) for further information.

## Center for International Environmental Law (CIEL)

### Contact Information:

Center for International Environmental Law  
1350 Connecticut Avenue NW  
Suite 1100  
Washington, DC 20036  
Tel: (202) 785-8700  
Fax: (202) 785-8701  
www.ciel.org

**Description:** The Center for International Environmental Law (CIEL) is a nonprofit organization working to use international law and institutions to protect the environment, promote human health, and ensure a just and sustainable society. CIEL provide a wide range of services including legal counsel, policy research, analysis, advocacy, education, training, and capacity building.

CIEL runs the following programs: Chemicals, Climate Change, Biodiversity and Wildlife, Biotechnology, Trade and Sustainable Development, International Financial Institutions, Law and Communities, and Human Rights and the Environment. CIEL’s work covers more than sixty countries on

six continents, with emphasis on the Western Hemisphere, Central and Eastern Europe and the Newly Independent States, Asia and Africa.

CIEL has offices in Washington, DC and Geneva, Switzerland. The DC office is staffed by approximately 20 people, nine of whom are attorneys.

**Internship Opportunities:** CIEL's intern/extern program offers law students and other exceptionally motivated students and graduates excellent opportunities to gain experience in the field of international environmental law. Externs work full or part-time during the school year, usually receiving credit from their schools. Summer interns typically work full-time during the summer months. Due to limited resources, internships and externships are unpaid.

Responsibilities of an intern include researching and writing about areas of 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. Successful applicants generally possess excellent research and writing skills and a strong dedication to public interest law. CIEL actively seeks applicants with diverse backgrounds. To apply send a letter, resume, and writing sample to the attention of the Intern Coordinator. For more information, contact Cameron Aishton at [caishton@ciel.org](mailto:caishton@ciel.org). For information about internships in the Geneva office, contact [geneva@ciel.org](mailto:geneva@ciel.org).

**Post-Graduate Opportunities:** 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 typically are full time and last between three and six months. Due to funding restrictions, CIEL fellowship positions are nearly always unpaid. To apply, please follow the instructions on CIEL's Internships at CIEL page. For other post-graduate opportunities, go to [www.ciel.org](http://www.ciel.org), select *Internships & Fellowships*, then *Jobs at CIEL*.

## Center for Justice and Accountability (CJA)

### Contact Information:

Center for Justice and Accountability  
870 Market Street, Suite 688  
San Francisco, CA 94102  
Tel: (415) 544-0444  
Fax: (415) 544-0456  
[www.cja.org](http://www.cja.org)

**Description:** The Center for Justice and Accountability is an international human rights legal services organization. Through litigation and other advocacy CJA seeks redress for victims of gross human rights violations and raises public awareness about torture and other abuses.

CJA's staff of legal experts and human rights advocates is primarily occupied with preparing and litigating lawsuits in particular under the Alien Tort Statute and Torture Victim Protection Act. Of its six full time staff members, three are attorneys.

**Internship Opportunities:** CJA will accept two unpaid law student interns for the fall, summer and spring semester to work in San Francisco. To apply for an internship, mail a cover letter and resume to the San Francisco office or email [center4justice@cja.org](mailto:center4justice@cja.org).

**Post-Graduate Opportunities:** CJA does not hire attorneys at the entry level, but welcomes proposals for fellowship positions supported by outside funding.

## Center for Justice and International Law (CEJIL)

### Contact Information:

Francisco Quintana, Associate Director, DC office  
Center for Justice and International Law  
1630 Connecticut Avenue NW, Suite 401  
Washington, DC 20009-1053  
Tel: (202) 319-3000, Ext. 23  
Fax: (202) 319-3019  
[www.cejil.org](http://www.cejil.org)

**Description:** CEJIL works to ensure full implementation of international human rights norms in the Organization of American States (OAS) through the use of the Inter-American Commission and Court. CEJIL represents victims before the Commission and Court, assists activists in bringing cases, and provides training and guidance on effectively using the Inter-American human rights mechanisms. CEJIL has full consultative status before the OAS and United Nations, and has been granted observer status before the African Commission on Human Rights. CEJIL's headquarters are in DC; other offices are located in Costa Rica, Brazil and Argentina. Of its 23 total staff members, 15 are attorneys.

**Internship Opportunities:** The DC office accepts unpaid legal interns throughout the year for periods of three to six months. Interns are paired with a staff attorney and undertake casework, legal research, and program coordination. Proficiency in Spanish is required for the Washington, DC, Argentina and Costa Rica offices; proficiency in Portuguese is required for the Brazil office. To apply send a letter, a resume and a brief writing sample in Spanish to the DC office. It is possible to intern in one of the foreign offices, which should be contacted directly for further information (see [www.cejil.org](http://www.cejil.org) for contact information).

**Post-Graduate Opportunities:** CEJIL hires entry level attorneys who have been exposed to the Inter-American system. In addition, CEJIL occasionally advertises openings for fellowship positions with the organization on its website, but does not have an annual fellowship program. Fellowships typically last one-year, and fellows are paid a stipend of approximately \$25,000. For information on current job opportunities, click *Employment Opportunities* on CEJIL's homepage.

## Center for Reproductive Rights

### Contact Information:

Center for Reproductive Rights  
120 Wall Street  
New York, NY 10005  
Tel: (917) 637-3600  
Fax: (917) 637-3666  
[www.reproductiverights.org](http://www.reproductiverights.org)

Erin Davies  
Human Resources Manager  
Tel: (917) 637-3604  
Fax: (917) 637-3666  
[edavies@reprights.org](mailto:edavies@reprights.org)

**Description:** The Center for Reproductive Rights is a global human rights organization that uses constitutional and international law to secure women's reproductive freedom.

Founded in 1992 and located in New York City, the Center for Reproductive Rights is a nonprofit legal advocacy organization dedicated to promoting women's equality worldwide by guaranteeing reproductive rights as human rights. Sixteen years after its founding, the Center remains the only reproductive rights organization that combines U.S. and international legal advocacy. Its mission remains straightforward and ambitious: to advance reproductive freedom as a fundamental right that all governments are legally obligated to protect, respect and fulfill.

The International Legal Program collaborates with women's advocates around the world to promote and defend internationally recognized reproductive rights. Their activities include: working to enforce reproductive rights norms in national, regional and United Nations fora; developing advocacy tools to support the work of reproductive rights lawyers worldwide; and monitoring, analyzing and making accessible international and national legal and policy developments relating to reproductive rights.

**Internship Opportunities:** The Summer Intern program is 10 weeks long. Applicants are encouraged to obtain funding from law schools or other sources; limited funding is available from the Center. Law students are expected to have strong legal research and writing skills and a demonstrated interest in gender/women's issues and reproductive rights. Applications are accepted from 1Ls, 2Ls, 3Ls and LLM candidates. Non-legal internships are available on a limited basis.

Send a cover letter, resume, writing sample and contact information for two references to the International Legal Program Intern Committee at the address above or email [resumes@reprights.org](mailto:resumes@reprights.org). If you choose to email your application, please include "International Administrative Intern" in the subject line if you wish to be placed in this program.

**Post-Graduate Opportunities:** The Center offers post-graduate opportunities through its Domestic and International Legal Fellows Programs. There are one to four fellows hired each year. The fellows may be involved with all aspects of trial court and appellate litigation; drafting of public education materials; public speaking; and legal analyses of state and federal legislation; and other projects. Some travel is required. Applicants must have a JD, and knowledge of reproductive rights or civil rights issues would be helpful.

These are generally two-year fellowships. The positions are full-time and applications will be reviewed on a rolling basis. For specific positions, please select *About Us* and *Job Postings* from the website mentioned above. Please send a cover letter, resume, at least one legal writing sample and three references to: resumes@reprights.org.

## EarthRights International (ERI)

### Contact Information:

EarthRights International  
Marco Simons  
U.S. Legal Director  
1612 K Street NW, Suite 401  
Washington, DC 20006  
Tel: (202) 466-5188 x103  
Fax: (202) 466-5189  
marco@earthrights.org

EarthRights International  
P.O. Box 123  
Chiang Mai University  
Chiang Mai 50202, Thailand  
Tel/Fax: 66-1-531-1256  
www.earthrights.org

**Description:** EarthRights International works to protect humans and their natural environment from abuses occurring in the name of development. ERI has offices in the U.S. and Southeast Asia. ERI's legal work includes litigation against corporations in U.S. courts, such as the landmark case *Doe v. Unocal*, as well as non-litigation legal work and campaigns. ERI has about five lawyers in both Washington, DC, and Asia, and approximately 20 non-lawyer staff.

**Internship Opportunities:** ERI accepts unpaid full-time legal interns during the summer as well as full-time or part-time interns during the school year. ERI's Washington, DC, and Asia offices separately hire two to three interns each summer, and the deadline for applications is December 15th. Summer legal interns typically must commit to 10 weeks of work. Summer internship application information is posted online throughout the fall; click *About Us* on ERI's website. Term-time internships are more flexible and accepted on a rolling basis. For more information on internships in DC, contact Marco Simons in Washington, DC, or email [internship@earthrights.org](mailto:internship@earthrights.org). For internships in Asia, contact Chana Maung in Thailand or email [infoasia@earthrights.org](mailto:infoasia@earthrights.org).

**Post-Graduate Opportunities:** In the fall of 2008, ERI will be hiring a 2009-10 International Justice fellow; the fellowship is designed to give opportunities in international human rights law to graduating or recently graduated lawyers. ERI has also hosted fellowship recipients from several outside programs and will work with students in formulating fellowship proposals. Information on the International Justice Fellow will be available on ERI's website in the *About Us* section. Any openings for a permanent job position will also be posted there.

## Earthjustice

### Contact Information:

Kirsten Anderson  
Earthjustice International Program  
426 17th Street, 6th Floor  
Oakland, CA 94612-2820  
Tel: (510) 550-6700  
Fax: (510) 550-6740  
eajusintl@earthjustice.org  
www.earthjustice.org

**Description:** Earthjustice uses the law to protect the environment and defend the right of all people to a healthy environment. Earthjustice operates ten offices in the United States, with its headquarters in Oakland, CA. The International Program uses the power of the law to protect the environment and human health worldwide. Earthjustice represents public interest and community groups in international tribunals and domestic courts to address global warming; promote and defend the human right of all people to a healthy environment; protect global freshwater resources; prevent international trade and commerce from interfering with sustainable development and environmental protection; and promote public participation in environmental protection in Asia and Latin America. Six people work in the International Program, and three of them are attorneys.

**Internship Opportunities:** International Program externs perform a wide range of activities, including extensive research and writing on a variety of issues including trade and environment, human rights and environment, and/or international environmental law. Externs will become familiar with legal practice before one or more domestic and/or international tribunals. In general, the student becomes a participant in the process of researching, preparing, investigating and generally supporting their cases and projects.

Earthjustice usually has two to three externs per semester who work either full-time or part-time in the office. They encourage interviews, and will conduct telephone interviews when in-person interviews are inconvenient or cost-prohibitive.

For more information about internship opportunities in the International Program contact Kirsten Anderson at eajusintl@earthjustice.org. Earthjustice also offers several internships for law students in their regional offices of Juneau, Oakland, Denver, Seattle, Tallahassee, Honolulu, Bozeman, New York City, and Washington, DC For internships in one of the domestic offices please refer to specific job postings on the website.

**Post-Graduate Opportunities:** Earthjustice does hire attorneys at the entry level. Entry level positions are available most years in at least one of the regional offices. Proposals for fellowship positions with outside funding are also welcome. For job openings go to Earthjustice's web page and click on the *Jobs* link.

## Environmental Law Alliance Worldwide (ELAW)

### Contact Information:

Environmental Law Alliance Worldwide  
1877 Garden Avenue  
Eugene, OR 97403  
Tel: (541) 687-8454  
Fax: (541) 687-0535  
www.elaw.org

**Description:** ELAW is an international alliance of public interest attorneys and scientists dedicated to defending the environment and human rights in their home countries. ELAW U.S. assists public interest advocates around the world in gaining the skills and resources they need to protect the environment through law. ELAW U.S. is based in Eugene, Oregon. ELAW currently employs two lawyers.

**Internship Opportunities:** ELAW U.S. hires unpaid legal interns to work in Eugene, Oregon. Interns provide legal research to support advocates around the world with their cases and law reform efforts. Applicants should contact Jennifer Gleason, Staff Attorney at ELAW U.S. via email at [jen@elaw.org](mailto:jen@elaw.org).

**Post-Graduate Opportunities:** All job openings at ELAW are posted on the website.

## Environmental Law Institute (ELI)

### Contact Information:

Environmental Law Institute  
2000 L Street, Suite 620  
Washington, DC 20036  
Tel: (202) 939-3800  
Fax: (202) 939-3868  
[info@eli.org](mailto:info@eli.org)  
www.eli.org

**Description:** The Environmental Law Institute is an internationally recognized, independent research and education center that works to advance environmental protection by improving law, policy, and management. ELI's staff of attorneys, economists, scientists, management specialists, and editors research environmental problems, educate professionals and the public, and work to forge effective solutions domestically and abroad. Research at ELI focuses on pollution and national resource laws and policies at the local, state, federal and international levels. ELI is not involved in litigation. ELI is located in DC but works with partners around the world. Of its 55 staff members, 20 are attorneys.

**Internship Opportunities:** ELI has paid and unpaid legal internship positions each summer and each semester. Interns work on projects involving domestic and international environmental and natural resource protection laws and assist with all activities of the organization. To apply send a cover letter, resume, references, and a writing sample to [law@eli.org](mailto:law@eli.org). For additional information, click *About ELI*, then *Employment*, then *Legal Intern* or contact Sandra Nichols at [nichols@eli.org](mailto:nichols@eli.org).

**Post-Graduate Opportunities:** ELI hires recent graduates as both fellows and staff attorneys. Of the permanent staff, four out of 20 attorneys were hired at the entry level. ELI also hires one to two law fellows each year to work with a staff attorney. Travel is involved in all positions. For job vacancies and fellowship information, click *About ELI* on the homepage, then *Employment*.

## **Global Rights (Formerly International Human Rights Law Group)**

### **Contact Information:**

Internship Coordinator  
Global Rights  
1200 18th Street NW, Suite 602  
Washington, DC 20036  
Fax: (202) 822-4606  
internships@globalrights.org  
www.globalrights.org

**Description:** Global Rights: Partners for Justice is a human rights advocacy group that partners with organizations and activists around the world to build capacity for challenging injustice and to amplify voices within the global discourse. With offices or staff in countries around the world, they help create more just societies through a variety of strategies for change. Their programs assist local activists to have a voice in policy discussions, legal fora, and actions of the international human rights community. Their focus is on building the capacity of local actors to become effective agents for social change and their major programs include women's rights and gender equality and ethnic and racial equality, among others. Global Rights is a nongovernmental and nonprofit group headquartered in Washington, DC and was formerly know as the International Human Rights Law Group.

**Internship Opportunities:** Unpaid summer and semester legal internships are available for six to 10 weeks for second year law students each year. Interns may work in Africa, Bosnia, Afghanistan, Latin America, or the U.S. programs in conducting legal research. To apply for an international internship, please go to the Global Rights website and email the field office directly. Fall and spring internships are on a part-time basis, while summer internships are full-time and last for 10 weeks. Students should apply specifically for a legal internship. To apply send a letter, resume, writing sample, and three letters of recommendation to the Internship Program at the DC office by mail or fax to Internship Search at the above information, or email at internships@globalrights.org. Applications must be complete for consideration. The deadlines for application submissions are as follows: Summer-March 31st, Fall-August 31st and Spring-December 31st.

## Human Rights First

### Contact Information:

Human Rights First  
www.humanrightsfirst.org

### New York Office:

333 Seventh Ave., 13th Floor  
New York, NY 10001  
Tel: (212) 845-5200  
Fax: (212) 845-5299

### Washington, DC Office:

100 Maryland Ave., NE, Suite 500  
Washington, DC 20002  
Tel: (202) 547-5692  
Fax: (202) 543-5999

**Description:** Human Rights First protects people at risk: refugees who flee persecution, victims of crimes against humanity or other mass human rights violations, victims of discrimination, those whose rights are eroded in the name of national security, and human rights advocates who are targeted for defending the rights of others. These groups are often the first victims of societal instability and breakdown; their treatment is a harbinger of wider-scale repression. Human Rights First works to prevent violations against these groups and to seek justice and accountability for violations against them.

Human Rights First advocates for change at the highest levels of national and international policymaking. Human Rights First seeks justice through the courts and raises awareness and understanding through the media. They build coalitions among those with divergent views and mobilize people to act. Human Rights First's headquarters are in New York and Washington, DC. The office in New York has 12 attorneys among its staff of approximately 55. The Washington, DC office has five attorneys, with a total staff of thirteen.

**Internship Opportunities:** Human Rights First offers more than 10 unpaid legal internships during the summer and several each semester between the two offices. For additional information regarding the internships, application procedures and deadlines, please refer to the office-specific web pages by selecting *About Us*, *Job Opportunities* and choosing either the New York or DC office page.

**Post-Graduate Opportunities:** Current job listings and internship opportunities are posted on the website under *About Us* and *Job Opportunities*. In addition, through their pro bono asylum legal representation program, we assign cases to volunteer lawyers at corporate firms in New York, New Jersey, and Washington, DC. These attorneys represent indigent refugees in their asylum claims at the asylum office, in immigration court, or at the Board of Immigration Appeals. Contact Andrew Thomas in the New York office for more information at [ThomasA@humanrightsfirst.org](mailto:ThomasA@humanrightsfirst.org).

## Human Rights Watch

### Contact Information:

Human Rights Watch  
350 Fifth Avenue, 34<sup>th</sup> Floor  
New York, NY 10118-3299  
Tel: (212) 290-4700  
Fax: (212) 736-1300  
[www.hrw.org](http://www.hrw.org)

**Description:** Human Rights Watch is the largest human rights organization based in the United States. Human Rights Watch researchers conduct fact-finding investigations into human rights abuses in all regions of the world. Human Rights Watch then publishes those findings in dozens of books and reports every year, generating extensive coverage in local and international media. This publicity helps to embarrass abusive governments in the eyes of their citizens and the world. Human Rights Watch then meets with government officials to urge changes in policy and practice—at the United Nations, the European Union, in Washington and in capitals around the world. In extreme circumstances, Human Rights Watch presses for the withdrawal of military and economic support from governments that egregiously violate the rights of their people. In moments of crisis, Human Rights Watch provides up-to-the-minute information about conflicts while they are underway. Refugee accounts, which were collected, synthesized and cross-corroborated by HRW researchers, helped shape the response of the international community to recent wars in Kosovo and Chechnya.

Human Rights Watch is currently divided among six regional divisions (Africa, Americas, Asia, Europe & Central Asia, Middle East & North Africa, and the United States) and nine thematic divisions (including Arms, Children's Rights, and Women's Rights). Among a worldwide staff of more than 260, approximately one quarter are attorneys (JD/LLM, currently 69). Human Rights Watch is based in New York, with offices in Brussels, London, Moscow, Paris, Hong Kong, Los Angeles, San Francisco, Tashkent, Toronto, and Washington.

**Internship Opportunities:** Human Rights Watch offers academic internships for both undergraduate and graduate students in their New York, London, Los Angeles, Washington, DC, Brussels, and Berlin offices in most of its Regional and Thematic divisions, its Special Initiative programs, and its Organizational Support departments. Applicants interested in internships should visit the website [www.hrw.org/internships/](http://www.hrw.org/internships/) and follow the application directions.

**Post-Graduate Opportunities:** HRW does not hire attorneys at the entry level other than through its fellowship program. Fellowship positions are open to recent law graduates each year in New York or Washington, DC. For more information, please visit [www.hrw.org/about/info/fellows.html](http://www.hrw.org/about/info/fellows.html).

## **International Rescue Committee (IRC)**

### **Contact Information:**

International Rescue Committee  
122 East 42nd Street, 12th Floor  
New York, NY 10168-1289  
Tel: (212) 551-3000  
[www.theirc.org](http://www.theirc.org)

**Description:** The IRC helps people worldwide who are fleeing racial, religious, and ethnic persecution as well as those uprooted by war and violence. IRC staff and volunteers work in some of the most economically devastated, politically unstable places in Africa, Asia, and Europe, including Sudan, Myanmar, and the former Soviet Union. Its activities include providing medical services, food and shelter, and public health and sanitation assistance in refugee emergencies, as well as post-conflict program areas such as education and civil society. There is a small legal unit at the headquarters in New York, and attorneys are encouraged to apply for employment both within that team and other areas of the organization. The departments that are the most law-related are Government Relations and Advocacy, Protection Rule of Law, Immigration and Resettlement. There are approximately eight attorneys working at the headquarters in New York, with a total staff of 300. There are 22 other domestic office locations with an average staff ranging from 10 to 50, making the total U.S. staff 500, with attorneys located in several of these offices.

**Internship Opportunities:** There are continuous seasonal internship opportunities domestically and overseas. These opportunities vary in number every year and often depend on grants. Interns propose and work on independent projects for varied lengths of time. Law students work primarily in the Legal, Immigration, Protection Units, and Trafficking. Internship opportunities and application information are available by clicking *Jobs* on IRC's homepage, [www.ircjobs.org](http://www.ircjobs.org).

**Post-Graduate Opportunities:** Jobs are available in the national headquarters in New York and overseas; however, most jobs are highly specialized, and candidates with previous international experience working in conflict are preferred. Job opportunities with the IRC are posted on its website. Please apply online at [www.ircjobs.org](http://www.ircjobs.org).

## Natural Resources Defense Council (NRDC)

### Contact Information:

NRDC New York (HQ)  
40 West 20<sup>th</sup> Street  
New York, NY 10011  
Tel: (212) 727-2700  
Fax: (212) 727-1773

NRDC Los Angeles  
1314 Second Street  
Santa Monica, CA 90401  
Tel: (310) 434-2300  
Fax: (310) 434-2399  
[www.nrdc.org](http://www.nrdc.org)

**Description:** The NRDC is dedicated to protecting the global environment and preserving natural resources through litigation. NRDC operates seven programs: air/energy; health; land; nuclear; urban; water and oceans; and international (which often works in association with other programs on rainforests, biodiversity, habitat preservation, oceans and marine life, nuclear weapons and global warming). NRDC is staffed by dozens of professionals, including resource specialists, scientists, and attorneys.

The NRDC has offices in New York, Washington, DC, San Francisco, Los Angeles (Santa Monica), Chicago, and Beijing. Attorneys work in all of the programs. Two out of five employees in the International Program are attorneys.

**Internship Opportunities:** The number of internships offered varies by office: Los Angeles offers four to five paid legal internships during the summer, while New York and San Francisco offer several more, and Chicago offers less as it is a newly opened location. Interns work for 10 weeks, primarily doing legal research and writing. Students should no longer send their materials by mail/email to each office, all applications must now be submitted online at [www.nrdc.org/jobs](http://www.nrdc.org/jobs). Applicants will need to electronically submit a cover letter, resume, references, legal writing sample, and a transcript if possible. In the cover letter, applicants should indicate that they are applying for a Summer Legal Internship, and list all of the NRDC offices to which they are applying. Internships are available in the following offices: New York, NY; Washington, DC; San Francisco, CA; Los Angeles, CA; and Chicago, IL. The specific deadlines for next summer's internship program have not yet been released, but generally speaking applications are due around November 15 (2Ls) and January 15 (1Ls). Because offers will be made on a rolling basis, the NRDC strongly encourages students to apply early. For more information go to the website and select *Employment Opportunities*, or contact Molly Greenwood, Intern Administrator for the Los Angeles office at [mgreenwood@nrdc.org](mailto:mgreenwood@nrdc.org).

**Post-Graduate Opportunities:** NRDC offers a two-year litigation fellowship for a recent law school graduate. Applicants just graduating, or completing a clerkship, or who have practiced up to three years, are eligible to apply. NRDC hires two litigation fellows per year, one on the east coast (NY or DC) and one on the west coast (SF or LA). Occasionally NRDC offers other entry level positions for attorneys who have 3-5 years of experience.

## Open Society Institute (OSI)

### Contact Information:

The Open Society Institute  
Human Resources Department, Code JIN/INT  
400 West 59<sup>th</sup> Street  
New York, NY 10019  
Tel: (212) 548-0600  
Fax: (212) 548-4675  
[www.soros.org](http://www.soros.org)  
[www.justiceinitiative.org](http://www.justiceinitiative.org)

**Description:** The Open Society Institute works to build vibrant and tolerant democracies whose governments are accountable to their citizens. Open societies are characterized by the rule of law; respect for human rights, minorities, and a diversity of opinions; democratically elected governments; market economies in which business and government are separate; and a civil society that helps keep government power in check. To achieve its mission, OSI seeks to shape public policies that assure greater fairness in political, legal, and economic systems and safeguard fundamental rights. On a local level, OSI implements a range of initiatives to advance justice, education, public health, and independent media. At the same time, OSI builds alliances across borders and continents on issues such as corruption and freedom of information. OSI places high priority on protecting and improving the lives of marginalized people and communities.

Investor and philanthropist George Soros in 1993 created OSI as a private operating and grantmaking foundation to support his foundations in Central and Eastern Europe and the former Soviet Union. Those foundations were established, starting in 1984, to help countries make the transition from communism. OSI has expanded the activities of the Soros foundations network to encompass the United States and more than 60 countries in Europe, Asia, Africa, and Latin America. Each national foundation relies on the expertise of boards composed of eminent citizens who determine individual agendas based on local priorities.

**Internship Opportunities:** The Justice Initiative hires legal research associates to intern on a part-time basis during the semesters and on a full-time basis during the summer months and in January. The deadline for summer internships (in New York, Abuja, or Budapest) is January. The deadline for fall internships (NY office only) is August. The deadlines for the January and spring internships (NY office only) are November and December, respectively. For more information, and exact deadline dates, go to [www.justiceinitiative.org](http://www.justiceinitiative.org). Click *About*, then *Positions and Opportunities*, and then *Internships*.

**Post-Graduate Opportunities:** For information regarding post-graduate fellowships go to the Soros Foundations Network's website, [www.soros.org](http://www.soros.org), and run a search for "fellowships," check the Justice Initiative website, [www.justiceinitiative.org](http://www.justiceinitiative.org), or contact the office.



# Career Development Office

<b>Robyn A. Acampora</b>	Pro Bono and Information Manager
<b>Theresa J. Bryant</b>	Executive Director
<b>Juliann Davis</b>	Sr. Administrative Assistant
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<b>Amanda Hilton</b>	Recruiting Assistant
<b>Christine B. Severson</b>	Director, Recruitment Programs and Administration
<b>Nikitia M. Tillman</b>	Alumni Services Coordinator
<b>Kelly J. Voight</b>	Director

Telephone:	(203) 432-1676
Fax:	(203) 432-8423
E-mail:	cdo.law@yale.edu
Website:	www.law.yale.edu/cdo

Mailing Address:	Career Development Office, Yale Law School, P.O. Box 208330, New Haven, Connecticut 06520-8330
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Physical Address:	Ruttenberg Hall, Room 184, 133 Wall Street, New Haven, Connecticut 06511
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Office Hours:	8:30 a.m. – 5 p.m.
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CDO Publications:	<i>Criminal Prosecution</i> <i>Entering the Law Teaching Market</i> <i>Environmental Law</i> <i>International LL.M. Career Planning Guide</i> <i>International Public Interest Law</i> <i>Introduction to Career Development</i> <i>Judicial Clerkships in the U.S.</i> <i>Law Firm Practice</i> <i>Lawyers in Business</i> <i>Opportunities with International Tribunals and Foreign Courts</i> <i>Public Interest Careers</i> <i>Public Interest Fellowships Vol. I</i> <i>Public Interest Fellowships: Sample Applications Vol. II</i> <i>The Fall Interview Program</i> <i>U.S. Supreme Court Clerkships</i> <i>Working on Capitol Hill</i>
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## **Yale Law School Nondiscrimination Policy**

*Yale Law School is committed to a policy against discrimination based upon age, color, handicap or disability, ethnic or national origin, race, religion, religious creed, gender (including discrimination taking the form of sexual harassment), marital, parental or veteran status, sexual orientation, or the prejudice of clients. All employers using the school's placement services are required to abide by this policy.*