

Legal Compliance — Team Members

Generations for Rights Over the World (GROW) is a youth-led human rights advocacy think tank that empowers young people (15–30) to shape public debate and influence decision-making across Europe. We raise awareness, build capacity, and amplify youth voices on human rights, the rule of law and democracy, as well as social, environmental and climate justice.

Job Description

Join the Legal Compliance team within Research & Projects. Our primary objective is to advance the domestic implementation of international human rights law, with a specialized focus on the standards and jurisprudence of the Council of Europe. You will analyze gaps between these international obligations and national laws/practices, create legal frameworks for advocacy, and produce materials that empower stakeholders to hold states accountable. Coordination is with the Head of Research & Projects, the Editorial Secretariat, and Communications. The working language is English.

Tasks

- **Gap Analysis & Frameworks:** Research and draft legal landscape documents that compare Council of Europe standards (ECHR/ECtHR, CoE conventions) with national legal frameworks to identify implementation deficits.
- **Strategic Legal Checks:** Review advocacy drafts and project outputs to ensure they provide accurate, actionable strategies for promoting national legal and policy compliance with international law.
- **Advocacy Translation:** Help produce policy briefs and accessible guidance that translate international court rulings and treaty obligations into concrete reform proposals for national audiences.
- **Monitoring:** Run a weekly monitoring routine tracking relevant Council of Europe body findings (ECtHR judgments, Commissioner reports, CPT findings) against national contexts.
- **Process Coordination:** Ensure rigorous legal referencing; coordinate timelines and participate in reviews to improve the team's methodology.

Required profile

- A law-focused profile (student or early-career) with a dedicated interest in the **mechanisms of implementing international law into domestic systems**, particularly within the Council of Europe framework.
- Strong comparative legal research and analytical writing skills; able to dissect international case law and statutes to pinpoint national-level compliance challenges and opportunities.
- Excellent citation discipline and a constructive, collaborative approach. High degree of discretion and political awareness.

- **Essential Familiarity:** The European Convention on Human Rights and the case law of the European Court of Human Rights. Knowledge of other Council of Europe monitoring bodies or EU/UN systems is a plus.
- Deep alignment with GROW's mission and values: Human Rights, Democracy, Rule of Law, DEI & intersectionality, and Intergenerational Justice.

Email: recrutement@growthinktank.org

Subject: Legal Compliance – Application – [Your Name]

Attachments:

- **Resume** (max 1 page)
- **Motivation** (max 1 page) outlining your legal background and jurisdictions/fields of familiarity
- **Writing sample** : case note, memo, or excerpt showing legal analysis & citations
- **Short task** :
 - In **≤150 words**, Summarize a recent European Court of Human Rights (ECtHR) judgment. Focus on the core violation found by the Court and identify one precise change required in the respondent state's national law or practice to implement the ruling. Include the full case citation and URL.

*GROW is asking for a **membership fee of €15 per year** from its members. This allows us to ensure the proper functioning of the think tank, to set up long-term projects and to promote the visibility of our work, while maintaining our independence.*