

## **Job Description and Person Specification**

<b>Job title:</b>	Lead Lawyer - South East Asia Death Penalty team
<b>Reports to:</b>	Head of Death Penalty – Africa and South East Asia
<b>Salary:</b>	£52,088 plus up to 5% employee matched pension contribution
<b>Date call released:</b>	12 February 2026
<b>Deadline for applications:</b>	12 March 2026
<b>Start date:</b>	ASAP
<b>Duration:</b>	This is a full-time, permanent position based on a minimum of 37.5 hours per week. Our core working hours are 9.30am-5.30pm Monday to Friday. Due to the global and sometimes urgent nature of Reprieve’s work, flexibility outside of, or in addition to, these hours will sometimes be required.

### **About Reprieve**

Reprieve is a leading international human rights organisation working to end the death penalty and abuses committed under the banner of national security. Founded in 1999, our mission remains critically relevant as governments worldwide increasingly adopt authoritarian tactics, expanding executive power at the expense of civil liberties.

You can best judge a society by how it treats prisoners, criminal defendants, and the targets of an ever-changing counter-terror policy. To us, the rule of law means little if we selectively apply it to people we agree with. Liberty is always eroded at the margins.

Reprieve provides vital legal and investigative support to those facing execution and victims of rendition, torture, arbitrary detention, and extrajudicial killing. Our work spans multiple jurisdictions, challenging states' most egregious human rights violations through strategic litigation, investigations, and advocacy.

Based in London with Fellows and partners globally, Reprieve operates at the intersection of law, policy, and human rights, working alongside governments, senior legal practitioners, and civil society to advance systemic change.

We collaborate closely with our independent partner organisation Reprieve US.

Reprieve is an equal opportunity employer, and we particularly welcome applicants from Black and minority ethnic communities, members of the LGBTQ+ community, and those with disabilities. Reprieve is committed to fighting racism and advancing racial justice, both in our work and within Reprieve. For more information please see [our Equality, Diversity and Inclusion Statement here](#). [You can also read more about our recruitment process](#).

## About the Role

The South East Asia (SEA) team works toward an end to the death penalty in the region. We do this through casework on individual strategic cases, which often entails engaging in in-depth investigations, and through political and public advocacy as appropriate. Our work is diverse and constantly evolving to respond to changes in the domestic and regional death penalty landscape. Our strategy is developed in close collaboration with our partners and fellows in the region.

There has been significant change in the application of the death penalty in recent years, and harnessing this change and pushing for further reform, through individual cases and policy-focused projects, will be a significant part of the role.

The SEA Death Penalty Lead Lawyer is responsible for managing the SEA death penalty work and team, under the guidance of the Head of Death Penalty – Africa and South East Asia.

### Responsibilities:

- Management of SEA team's ongoing legal casework, advocacy, and projects across different jurisdictions, including improving and implementing systems for day-to-day case and project management;
- Identifying, planning and implementing projects to capitalise on strategic opportunities to limit the application of the death penalty in SEA;
- Developing and implementing public and political advocacy on key cases and issues, both domestically and internationally; and
- Supporting the Head of DP – Africa and SEA with the management of the SEA team, including taking responsibility for management and performance of staff and consultants, and holding partner relationships.

### Your main duties will include:

#### Team Management

- Working with the Head of Death Penalty Projects – Africa and South East Asia, line manage team members to deliver their work effectively, including experienced legal and advocacy fellows and consultants working in country, as well as post-graduate legal fellows;
- Maintain excellent communication within the team, as well as with all relevant external and internal stakeholders; collaborate and work constructively across multiple jurisdictions
- Coordinate and manage work with partners and pro bono lawyers supporting on casework and advocacy to ensure quality and timeliness of the work, and confidently manage senior relationships with partner organisations including legal and advocacy groups, and ensuring these relationships are navigated responsibly and effectively;
- Support the Head of the team to implement the operational strategy, by proactively organising internal meetings and brainstorming, maintaining databases, and ensuring progress against the operational plan

## Casework and Project Management

- Create and maintain up-to-date casework and project documentation and case trackers in order to monitor project effectiveness
- *Litigation:*
  - Managing a caseload that includes:
    - supporting large scale justice projects,
    - supporting strategic litigation in cases that will impact a group of people, and
    - supporting individuals in trials, appeals, and other procedures to challenge death sentences.
  - Ensuring that best practice in capital defence is applied appropriately; assisting in drafting and reviewing submissions for domestic and regional courts, and international legal mechanisms;
  - Developing mapping of legal systems and practice and identifying gaps for further research/investigation;
  - Developing and providing training, resources, and case management support for legal partners;
  - Devising and supporting fact and mitigation investigation, and based on investigation results, devising robust case theories and litigation strategies; and
  - Collaborating with local legal experts and counsel of record to develop context-appropriate claims, and coordinating input from experts, pro bono lawyers, and other supportive organisations and individuals.
- *Advocacy:*
  - Develop strategic advocacy plans, using various advocacy avenues available in domestic and international fora;
  - Managing existing advocacy streams with, for instance, the UN, EU, ASEAN and other officials, and identifying opportunities to expand them;
  - Drafting and reviewing advocacy materials, briefings, media pitches, submissions etc. for a variety of private and public stakeholders;
  - Overseeing engagement with key partners in abolition advocacy, including policy makers, civil society, and communities impacted by the death penalty; and
  - Collaborating closely with other members of the organization including policy, media, and campaigns teams to advance advocacy objectives.

## Other

- Drafting or reviewing reports for funders;
- Maintaining databases and developing materials for internal and external use from emerging data;
- Coordinating with media, campaigns and policy teams as needed to support/platform existing casework and advocacy;
- Being an ambassador for Reprieve by representing Reprieve at functions; and
- Undertaking special projects from time to time.

## Person Specification

CRITERIA	Essential	Desirable
Right to work currently and for the duration of the contract in the UK	✓	
5+ years' post-qualification legal experience	✓	
Excellent organisation skills, good judgement, and extremely proactive and self-motivated	✓	
Excellent written communications skills; significant experience preparing persuasive briefings, both for in-court and for out-of-court advocacy	✓	
Significant and demonstrable professional experience of people and team management	✓	
Significant and demonstrable of complex project or case management, including responsibility for handling highly sensitive information and overseeing project management systems	✓	
Familiarity with the policy issues relating to the retention and implementation of the death penalty		✓
Familiarity with political and social structures of, and experience living and working in, one or more South East Asian countries, including knowledge of relevant languages (Malay, Bahasa Indonesia)		✓
Experience directly assisting people who have been incarcerated, victims of torture, or trauma		✓

## Key Contacts

Reporting to the Head of Death Penalty Projects – Africa and South East Asia, the SEA Death Penalty Lead Lawyer will work closely with our colleagues and partners in Malaysia and Indonesia, and across the region, as well as with Reprieve's Finance, Development, Policy, Media and Campaigns teams, the Deputy Directors, Directors, Reprieve US and others engaged by Reprieve; partner organisations and third party service providers.

## Length and Salary

This is a full-time role on a permanent contract. The annual salary is £52,088 per annum, less any required deductions for income tax and national insurance.

This role is based in Reprieve's London office. Reprieve operates a hybrid working model and we require staff to work 40% of their working hours from the London office and the rest of the week from home. Applicants must have the current right to work in the UK, which will be checked prior to interview.

**Your presence is important during core office hours, whether remotely or in the office. You will also be available outside of office hours in the event of an emergency, for example case developments that require urgent action. This is**

**a role that may require travel and work outside of core office hours from time to time.**

Reprieve is proud to have an open and transparent pay structure, governed by a 2:1 pay ratio between the highest-paid member of staff and the lowest-paid member of staff. We are a flexible employer and offer a range of non-financial benefits to employees. We welcome applications from a range of backgrounds. [Learn more about Reprieve's salary structure and ethos.](#)

### **How to apply**

To apply, [please download the application form and job description and then upload your completed application form](#) by 23:59 GMT on 12 March 2026.

Please note that cover letters, CVs and other documents cannot be considered for this role and should not be submitted. We are also not able to accept applications via email.