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### **Fellowship Description and Person Specification**

<b>Job Title:</b>	USA Death Penalty Team Postgraduate Fellow
<b>Reports to:</b>	Senior Staff Attorney
<b>Salary:</b>	\$56,278 annually. The successful candidate will secure a minimum of \$50,000 in institutional funding with the remainder provided by Reprieve US.
<b>Benefits:</b>	Health, dental, and vision insurance as well as vacation time of 25 days per year, plus federal holidays
<b>Deadline for applications:</b>	Applications will be accepted on a rolling basis until the position is filled
<b>Start Date:</b>	01 September 2025
<b>Duration:</b>	Applicants are expected to secure institutional funding for a minimum of one year.

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#### **About Reprieve US:**

**Reprieve US is a registered 501(c)(3) assisting victims of extreme human rights abuses carried out by governments. We are made up of lawyers, investigators, and advocates helping people face detention without trial, execution and extra judicial execution. We are a small team but we are fearless in our fight for justice.**

We work closely with our sibling organization, Reprieve, a UK charity founded in 1999. Reprieve US uses strategic interventions to end the use of the death penalty globally and to end extreme human rights abuses carried out in the name of “counterterrorism” or “national security”.

#### **About postgraduate fellowships:**

For the past two decades, Reprieve and Reprieve US have used a fellowship model to support and work with human rights defenders and their organizations in some of the most challenging jurisdictions in the world – including Indonesia, Pakistan, Yemen, Malawi and the US. Reprieve US’s fellowship program gives fellows the opportunity to be directly involved in ground-breaking human rights work and to work with colleagues and experts around the world. The work of our fellows enables Reprieve US and partners to seize on strategic opportunities and develop projects that have the potential to transform the criminal justice landscape.

Reprieve US invites applicants for a public interest fellowship with our USA Death Penalty Team beginning in 2025.

Fellows will work from Washington DC, and should have the right to work in the US at the time of application and for the duration of their fellowship. We hope that fellows will have the opportunity to visit Reprieve UK’s London office, but there is no expectation that they will do so.

Our preference is that postgraduate fellowship awards are transferred to Reprieve for disbursement to fellows, who will join us as staff members. If an awarding body has a policy requiring direct payment to the fellow we are happy to consider this arrangement on a case by case basis. Reprieve has an open and transparent salary structure, governed by a principle that the highest-paid member of staff is paid no more than double the lowest-paid member of staff. Our postgraduate fellow salary is fixed at \$56,278. If fellowship funding falls between \$50,000 and \$56,278 we will top up the amount to meet our fixed salary.

Reprieve US offers staff a broad range of benefits including a generous annual leave allowance of 25 days plus federal holidays and their birthday off. We also provide healthcare and dental to fellows who join us as staff members.

### **The US Death Penalty Team**

Reprieve has worked against the death penalty since our founding. In recent years we have built a particular specialism in issues relating to lethal injection, the most popular execution method in the US. Lethal injection has been touted as a more humane than other methods – a modern, clean, clinical way to execute. This couldn't be further from the truth. Lethal injection executions go wrong more often than any other execution method, often resulting in prolonged and torturous executions, commonly known as “botched” executions. Through our work we aim to dispel the myth of the humane execution, working with allies across medicine, business and other sectors to end the misuse of medicines and medical technology in executions.

The existing portfolio of work includes litigation, investigation and analysis, corporate engagement, a wide range of public and private advocacy, and developing and maintaining world-leading expertise on execution methods, particularly the jurisprudence and science relevant to lethal injection.

### **US Death Penalty Team Postgraduate Fellow- Responsibilities**

Fellows can expect to:

- Conduct legal and/or factual investigation, research and analysis to support corporate engagement, litigation projects and political advocacy;
- Draft memoranda and briefings;
- Participate in casework and office meetings and prepare summaries for these;
- Interview witnesses and people whom Reprieve US assists as appropriate and as needed;
- Participate in meetings with external partners and prepare backgrounders and notes for these;
- Draft and edit public education and non-litigation advocacy materials;
- Help provide research and advocacy support to Reprieve US partners as needed;
- Assist with administrative tasks as needed: filing, taking minutes and so on; and
- Represent Reprieve US and its partner organizations vis-à-vis external stakeholders, as needed.

This job description provides a general but not comprehensive list of the essential responsibilities and qualifications that may be required. It does not represent a contract of employment. Reprieve US reserves the right to change the job description and/or posting at any time without advance notice.

**Person Specification**

Applicants should demonstrate the skills and experience below:

Criteria	Essential	Desirable
The right to live and work in the US for the duration of the fellowship	✓	
Excellent research and writing skills	✓	
Excellent interpersonal skills and judgement	✓	
Comfort and confidence in working efficiently with limited supervision	✓	
Analytical and investigative skills	✓	
Knowledge of the death penalty in the US		✓
Interest in legislative action and government transparency		✓
A commitment to the mission of Reprieve US	✓	

**How to apply**

Please submit a letter of interest of no more than 2 pages detailing your experience and motivations in applying for the USA Death Penalty Team postgraduate fellowship position, and a resumé. Please ensure your letter of interest details how you meet the criteria above and includes details of your proposed funding source, the funding amount, and funding application deadlines.

Your resumé should include a contact number and your address. Please send documents in PDF format to [applications@reprieve.org.uk](mailto:applications@reprieve.org.uk) with “US Death Penalty Team postgraduate fellowship- your name” as the subject line.

Please note that Reprieve US has a Safeguarding Policy. We will ask candidates prior to making an offer if there are any issues that may impact their ability to effectively carry out this role

Once applications are submitted they will be assessed by our fellowships panel. Applicants are invited to attend two round of online interviews before an offer for a postgraduate fellowship is made. Offers are dependent on successful applications for funding. If an offer is made and accepted we will work with the prospective fellow on their funding applications.