

***International Bridges to Justice***  
**Regional Program Manager—China**  
**Terms of Reference**

**General Information:**

International Bridges to Justice (*IBJ*) is seeking qualified candidates to serve as Regional Program Managers as part of an expansion of its existing rule of law project in China. Pursuant to its strategic plan, since 2001, IBJ has worked to develop China’s criminal justice system via an innovative, multi-platform training program. By means of an operating base and permanent staff inside China, IBJ has established partnerships with key stakeholders in the criminal justice community and developed pilot initiatives for change. Equipped with detailed, first-hand knowledge of local practice conditions, IBJ has tailored programming and resource materials to meet the immediate needs of China’s defenders and the greater criminal justice community. This has paved the way for IBJ to introduce strategic models to address core problems that negatively impact upon the rights of the accused. The driving force behind IBJ’s model is its network of Regional Defender Resource Centers (*RDRC*). Located strategically and geographically throughout China, these Centers are rooted within the criminal justice community. As such, *RDRC*’s represent gateways for IBJ to engage all of the key actors of the criminal justice community. Importantly, IBJ’s *RDRC*’s work with a core contingent of indigent defenders as part of an ongoing “train-the-trainer” project. Already, this program has enabled IBJ to expand the arc or its programming reach—into many resource deprived regions throughout China. Finally, *RDRC*’s establish ties with both government and civil society institutions. Consistent with its philosophy, IBJ brings all elements of the legal community together to participate in groundbreaking initiatives that help China achieve fuller implementation of domestic laws.

IBJ, a non-profit, non-governmental organization based in Geneva, Switzerland, is building fairer and more effective criminal justice systems starting in China, Vietnam and Cambodia, and is now expanding its activities to Africa and Latin America. Founded in 2000 as the collaborative result of interested lawyers, academics, and business leaders, IBJ promotes the rule of law, good governance and equitable legal rights for all citizens by ensuring the effective implementation of existing criminal defense, justice and human rights legislation. IBJ achieves these objectives by strengthening the practical skills of public defense lawyers, improving legal aid and public defender infrastructure and increasing the awareness of basic legal rights and processes among ordinary citizens. Operating from the premise that just and reliable legal systems translate into secure and stable societies, IBJ focuses on the creation and support of those systems.

For additional information on IBJ, please visit our website at: [www.ibj.org](http://www.ibj.org).

IBJ currently seeks to hire full-time, experienced criminal defense lawyers as Regional Program Managers to be based at IBJ’s *RDRC*’s in China. Regional Program Managers will be responsible for managing regional project activities and providing expert training and advice.

**Program Objectives:**

Regional Program Managers will be based in one of IBJ’s *RDRC*’s, strategically located in northeast, southeast, northwest or southwest China. Regional Program Managers will be responsible for leading and managing a wide array of program activities at the local and regional level that are designed to help build and support the infrastructure of China’s justice system.

Program Managers will be responsible for meeting the following objectives:

- (a) to lead a slate of interactive training programs at the local and regional level for criminal defenders, prosecutors, judges and other criminal justice actors;
- (b) to create an array of training related and other capacity building materials;
- (c) to foster cooperations with the broader criminal justice community
- (d) to develop working models for change at the local and regional level;
- (d) to link the legal aid system with civil society as a means to increase resources;
- (e) to speed the advancement of rights awareness among ordinary citizens;
- (f) to enhance development of criminal justice system through program activities;
- (g) to engage in periodic reporting and evaluations of all program activities.

**Official Reference/Title:**

“Regional Program Manager—China”

**Duration and Place:**

The position is available as of February 1, 2008. The position will be based full-time in China.

**Professional Qualifications:**

- Experience as a criminal defense practitioner with an emphasis on trial work;
- Excellent interpersonal skills (relationship building and negotiation);
- Experience designing, delivering and evaluating training programs;
- Must have excellent research and writing skills and a responsible attitude in all aspects of work;
- Strong leadership, management and organizational skills;
- Prior development experience is a great advantage;
- Fluency in written and oral English;
- Knowledge of Mandarin Chinese is strongly preferred, though not required;

**Personal Qualifications:**

- Ability to work both independently, and in a complex and team environment;
- Ability to work congenially and effectively under challenging circumstances;
- Ability to work in developing regions of the country and without direction when necessary;
- Ability to accept guidance and direction from program supervisors;
- Ability to supervise and mentor colleagues;
- Experience or familiarity with working in developing regions is an advantage;
- Must have excellent judgment and the ability to think strategically.

**Financial terms:**

Compensation is competitive and will be commensurate with qualifications and experience.

**International Bridges to Justice encourages applications from diverse candidates.**

**To apply, please send a cover letter and resume to:**

International Bridges to Justice  
Email: [internationalbridges@ibj.org](mailto:internationalbridges@ibj.org)

**Closing Date:** January 31, 2008