



## **Access to Justice Fellowship**

### **Recruitment of 2022-23 Access to Justice Fellows**

#### **ABOUT US**

The Access to Justice Fellowship (“**A2J Fellowship**” or “**A2J**”) believes everyone should have a fair chance at accessing legal services and justice, regardless of factors such as financial constraints, socioeconomic status, gender, and race. We aim to tackle barriers to justice through sustainable legal partnerships by connecting law graduates, NGOs, and grassroots communities in a 10-month legal capacity-building program, with the goal of promoting collaboration and making long-lasting impacts on our target communities.

The inaugural Fellowship launched in September 2021 and will run until June 2022. We are pleased to announce that we are recruiting **two A2J Fellows** for the upcoming 2022-23 A2J Fellowship, commencing in September 2022.

#### **KEY AREAS OF RESPONSIBILITY**

The A2J Fellow is a paid position created to develop public interest law capacity in Hong Kong. Fellows are provided with extensive training and supervision to develop expertise and practical experience in Hong Kong labour law and other key professional skills (see below).

During the Fellowship, A2J Fellows will work full-time at one of our partnering NGOs to implement a tailored work plan co-developed between A2J, the partnering NGO, and the Fellow. The work plan aims to build the NGO’s long-term legal capacity to address the needs of its service targets. For the 2022-23 A2J Fellowship, the partnering NGOs include the Hong Kong Women Workers’ Association (“**HKWWA**”) and a second NGO that works in the employment rights space (to be announced) (together, the “**Partnering NGOs**”).

#### **WHAT WE ARE LOOKING FOR**

We are looking for law graduates (within five years of graduating from a qualifying law degree, e.g. LLB, JD, PCLL) who are passionate about making social change by using their legal knowledge to empower the less privileged.

Applicants must:

- Be fluent in spoken and written English and Chinese;
- Not require or have already acquired a work permit to work in Hong Kong during the Fellowship period;
- Be conscientious, compassionate, proactive, and adaptable; and
- Be competent at time management, research and writing, project management, stakeholder management, and have good interpersonal skills.

Prior experience interning at NGOs, knowledge of Hong Kong employment law, and ability to speak Nepali are good to have, but not a must.

## **WHAT FELLOWS WILL BE DOING**

A2J Fellows can expect to be involved in the following projects during their Fellowship:

### Fair Work Clinic

- Operate and conduct legal clinic sessions for the Fair Work Clinic, a free legal clinic for employment and workplace discrimination issues;
- Conduct case intake and screening, prepare case research, and liaise with pro bono lawyers to provide tailored legal advice on service targets' questions; and
- Support service targets in preparing for meetings or hearings before the Minor Employment Claims Adjudication Board, Labour Tribunal, or Equal Opportunities Commission.
- Please note that Fellows will not be providing any legal advice to the service targets. All legal advice will be provided by qualified pro bono lawyers with professional indemnity insurance.

### Labour Claims Case Hub

- Support the development of the Labour Claims Case Hub, a case database that aims to promote transparency and public understanding of Hong Kong employment law; and
- Summarise key information of cases handled by our Partnering NGOs as well as published cases to promote wider understanding of employment law precedents.

### Outreach and Community Relations

- Take part in the Partnering NGOs' community outreach activities and engage with service targets on workplace issues and labour rights; and
- Develop and execute project plans for activities to promote public awareness and engagement with labour rights issues.

### Legal Workshops

- Organise community legal workshops on key labour-related topics for Partnering NGO staff and the community.

### Legal Research

- In consultation with the Partnering NGO, produce a legal research paper on a topic on a labour rights issue in Hong Kong, to be used by the Partnering NGO for awareness-raising and policy advocacy.

New exciting project opportunities may arise throughout the Fellowship period, and our Fellows will be directly involved in these projects.

## FELLOWSHIP HIGHLIGHTS

### Training and Development

- Before the Fellowship commences, A2J will provide a series of training workshops between July to August 2022.
- Fellows will develop skills in client interviewing, case management, and conducting community legal workshops, as well as training on employment law to ensure our Fellows are well-equipped with the relevant hard and soft skills to perform their responsibilities.

### Remuneration

- We believe that social impact legal work should be fairly remunerated. Fellows will be given a monthly stipend of HK\$17,500 during the Fellowship to reflect the value of their contribution towards promoting public interest law.

### One-on-One Mentoring and Support Network

- Fellows will be mentored by an experienced legal practitioner, supported by the A2J Team, and can rely on a wider Support Network (with backgrounds in law, social innovation, and NGOs) for guidance throughout the Fellowship.

### Exposure to the Legal and NGO Community in Hong Kong

- Fellows will have the opportunity to interact directly with the Partnering NGOs' service targets to gain a first-hand understanding of their situations.
- Fellows have the rare opportunity to collaborate with and build meaningful connections with a diverse network from the legal and NGO community in Hong Kong.

### Transferable Skills and Career Development

- By the end of the Fellowship, Fellows will excel in legal analysis, legal writing, case management, client management, interview skills, effective communication with multiple stakeholders and other skills that will strengthen their legal mind and sharpen their acumen toward discerning legal issues from clients' cases.
- Fellows are given high autonomy in designing and executing projects. Through leading interviews, discussions, and making strategic project plans, Fellows will develop key leadership skills in decision-making and task prioritisation. This is a valuable opportunity not commonly found in the legal industry for fresh graduates.
- The distinctive exposure, skills development opportunities, and the unique duty of promoting the synergies between the legal and NGO fields, provides an excellent start to one's career. This exposure is a gateway to wide-ranging prospective careers and Fellows become strong and competitive talent in both the legal and NGO sector.

Find out more about our work during the 2021-22 Fellowship [here](#).

To apply, please send an email to [admin@a2jfellowship.org](mailto:admin@a2jfellowship.org), attaching a completed [application form](#), your CV, personal statement, and most recent academic transcript. We look forward to receiving your application soon!