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CHAPTER 1
INTRODUCTION AND ADVICE

A. The Guide

With the increasing interconnectedness of our world, the breadth and range of international institutions and jobs continues to grow. Attorneys are involved in diplomacy, policy-making, administration, and internationally-oriented advocacy and activism. The goal of the guide is to facilitate the process of career exploration for law students and recent graduates interested in public international work.

This guide takes an expansive definition of international public interest. Opportunities are available in varied fields such as documenting human rights abuses, humanitarian work, international courts and tribunals, regional organizations such as the Asia Pacific Forum or the African Development Bank, intergovernmental agencies including the United Nations and the diverse types of non-profit organizations operating either domestically in the United States or abroad.

This guide provides career advice, practice areas and ideas to prepare students interested in international public interest work. It also includes extensive online resources, YLS resources, and contains numerous narratives of YLS students and alumni who have worked in international human rights, explaining the rewards and demands of the work, and providing suggestions and encouragement for finding your path.

In addition, our Opportunities with International Tribunals and Foreign Courts provides information and listings of court-based international public interest positions and is available on the CDO website, www.law.yale.edu/student-life/career-development under Resources then CDO Guides, or in the Career Development Office.

The good news is that it is possible to have a lifelong career as a lawyer in international public service. The bad news is that there is no clear and guaranteed path leading to a career in this broad field. This is in part because of the great diversity of public international work done by lawyers. Additionally, as in the domestic sphere, international public and nonprofit organizations have fewer resources than private corporations and law firms. Because of this, they have fewer openings, may not offer formal training for young attorneys, and usually prefer to hire attorneys with at least three to five years of experience. However, opportunities for entry level work do exist and are discussed in the chapters that follow. Breaking into a career in public international law may require taking short-term positions, seeking work as a consultant, or applying for fellowships or grants to fund your work. Most important is your determination to stick with it and your willingness to be inventive in attaining your goals.

B. Practice Types

Finding the right job means assessing your needs and expectations. In researching practice areas, think about clients (many or just one?); the advocacy type (mostly litigation, community-based legal education, legislative work, or a combination?); and their location (are they permitted to work openly, without reprisal?). Some types of employers include:

- The Federal Government. There are agencies within the federal government that have robust international components such as the U.S. Agency for International Development (www.usaid.gov), the U.S. Department of State (www.state.gov), some agencies within the U.S.
Department of Justice (www.usdoj.gov), the Central Intelligence Agency (www.cia.gov), and Department of Defense (www.defense.gov) to name a few.

- **Non-Governmental Organizations (NGO).** There are thousands of NGOs worldwide which are organized on a local, national or international level. In the United States, they are often recognized as 501c (3) tax-exempt organizations by the IRS. They use a variety of advocacy methods and are best known for taking action in bringing human rights and other concerns to public attention and developing legal principles that need assent of states. International NGOs based in the U.S. include Human Rights Watch, the International Rescue Committee and the International Center for Transitional Justice.

- **Inter-Governmental Agencies (IGO).** This refers to an entity created by treaty involving two or more nations. IGOs address a variety of human rights and other issues of common interest to members and provide forum for development of international law. They can be organized worldwide (United Nations (U.N.), International Monetary Fund (IMF), regionally (the African Union (AU), Organization for Security and Co-operation in Europe (OSCE), Association of Southeast Asian Nations (ASEAN), Organization of American States (OAS)), or around a specific issue such as finance or trade (World Bank, African Development Bank, Asian Development Bank, World Trade Organization).

- **International Tribunals and Courts.** The last decade has seen a proliferation of international tribunals and courts providing multiple forums for adjudicating a multitude of cases. Consult the Opportunities with International Tribunals and Foreign Courts on the CDO website for additional information.

Each of these broad areas will require different skill sets and competencies. It may mean a field posting versus one at headquarters. At some point in your career, you may be an activist or an academic. You could seek change within a government structure or with diplomacy. All are valid practice types. Are you interested in being in the “middle” of things and having contact with individuals in the field or would you like to think of the bigger picture and work on policies which will affect the greatest number of people? The immediacy of field work can be overshadowed by the incremental changes that you are able to make. Conversely, the politics of working at headquarters may be frustrating to some. You need to find the type or types that you find most fulfilling and consider the fact that these considerations may shift as you progress in your career.

### C. Personal Profile

Despite the fact that there is no “typical” path for those who wish to do international public interest law, they often have the following in common:

- **Knowledge of International Law**—In order to be the most effective, a good knowledge of international law and local law is strongly encouraged. You should take advantage of courses and clinics to give you a solid foundation in international legal laws and rules.

- **Demonstrated Commitment and Interest**—You will be expected to show that you are truly interested in the work that the organization does, the geography, the subject area or the advocacy type. Few organizations will expect you to have the *exact* experience they are looking for, but you need to make a good faith argument that you are someone who will work hard to further their mandate.
• **Language Skills**—You must be able to communicate in the language(s) in which the work is being done. One of the most important things you can do to prepare for an international law career is to make sure to keep up any language skill you may have or spend some time in developing the skills you will need. You should take advantage of any opportunities to enhance your language skills. For instance, after the first term, YLS students may take a limited number of courses in the graduate and professional schools or undergraduate college of Yale University for Law School credit and these could include language classes. You could use part of your summer to advance your language skills. You can find another student to practice with by creating language tables. You can go online and read newspapers and magazines in the language you are learning. You can also get a good compilation of news from Lexis’ News tab.

• **International Experience**—International organizations will value your ability to work in their environment. Your resume and cover letter can highlight your travel experiences, including study abroad and leisure travel.

• **Relevant Work Experience**—Last but not least, you will need to demonstrate that you have the appropriate skill set for the work you would like to be hired for. You do not have to have worked in that specific context to demonstrate that you are capable of doing their work. Domestic litigation experience can translate well internationally. Focus on the skills that you believe would be useful for the organization.

**D. Self-Assessment**

As you search for an international law practice career that is right for you, it is important for you to do self-assessment and evaluation. Individuals who do international public interest work share a few characteristics. There are some things to keep in mind:

• Do you have the personality which allows you to work on some of the most difficult issues, sometimes away from family and friends?
• Is this really what you’d like to do, even when the next job seems unclear?
• Are you endowed with a healthy dose of realism and pragmatism to deal with situations where sometimes there isn’t an absolute right or wrong?
• Are you able to deal with concepts of fairness and justice that may be different from yours?
• Are you comfortable with knowing that there may be periods when your employment situation might be uncertain?
• Are you all right knowing that you may live and work in areas of conflict, political and social repression, or intense poverty? Have you thought about living and working in places where there may be little infrastructure, including running water and electricity?
• Do you know when to step away from work and recharge?
• Are you preparing yourself for your “dream” job? Are you taking the classes you might need? Are you networking with individuals who are of interest? Are you getting as much advice as you can?

**E. Networking**

A great number of international positions are obtained through networking. In this field more so than other public interest fields, a personal introduction can net you not only insights and advice but also opportunities. There are opportunities to network not only in the law school but throughout the University. Look broadly for individuals to connect with in a variety of ways. Once you have made initial
contact, keep in touch with these individuals. Letting your contacts know of changes and updates in your situation or acknowledging theirs is crucial in keeping the connection relevant.

Take the time to introduce yourself to presenters and panelists when you attend their program. Informal conversations may lead to discovering that they are looking for a research assistant or that your ideas on a particular issue may be useful for a project they are working on.

F. Law School and Training

Law school can be a time to deepen your knowledge and broaden your experience within your chosen field and to learn about related fields, or to explore and better define your specific interests. Your own values and interests should be your primary guide for choice of classes, extracurricular activities, summer jobs, and other learning opportunities in this field. While it is not necessary to narrow your interests down to one “dream job” or even one particular practice area, you can take better advantage of opportunities that arise in law school if you have articulated to yourself what you want to get out of the experience. See CDO’s Introduction to Career Development guide on the CDO website for information on self-assessment and be sure to tap into the resources available through the Career Development Office and the Schell Center for International Human Rights.

Without going overboard, exhausting yourself, or losing perspective on what matters in life, you can gain valuable professional experience while in law school from clinical and other classes, scholarly research, extracurricular activities, pro bono projects, internships, journals, and other law student pursuits. Many professors are willing to offer informal career advice to students. Seek out professors whose area of specialization overlap with some of your own interests and who seem approachable.
Take advantage of the speakers and visitors not only to the law school but to the University. They not only will provide first-hand information about their practice and advocacy, but they will offer you the opportunity to network with key players in the field. Creating and maintaining a robust network is a crucial component of your professional success.

Be strategic as you are planning the training you'll need. If you aim for a career in international criminal law, going abroad may not be the most important facet of your training. Make sure you get good criminal litigation under your belt — that is what international courts and tribunals will be looking for. Be creative and think outside the box as you consider various opportunities.

**G. Summer Internships**

One of the best ways to get essential international public service experience is through a summer internship. Before applying for an internship, you should try to ensure that your interests, strengths and goals are a good match for the organization you have in mind. Talk to Jim Silk or Hope Metcalf of the Schell Center about your goals. They have years of experience with many international public interest placements. In addition to researching organizations through websites like www.psjd.org (formerly PSLawNet, see below) or other print information, it is a good idea to search out past interns. The Schell Center has online YLS student reports about where they have worked (see YLS Inside Site, *Kirby Simon Summer Human Rights Fellows Reports Organization*). In addition, CDO’s online summer job evaluations provide five years of searchable summer employment reports.

Communicate with people at the organizations in which you are most interested and people knowledgeable about those organizations, and get clear answers to your important questions. Is this organization willing and able to provide you with the degree of supervision you seek? Will you be able to work on legal projects? International projects? Will there be other interns? Will you have access to computer, telephone and other resources necessary for doing your work? What is it like to live in that area? Make sure that you and your potential sponsoring organization agree on your goals for the summer and how they will be met.

Do your research about the organization since in some instances they may not have well developed websites. Have they participated in recent international/regional conferences? Have they been the subject of recent newspaper articles? Do they have connections with other U.S. law schools? International internships may carry different expectations than U.S.-based ones. The pace or scope of work may be defined differently than what you are used to seeing in the United States. Legal work may encompass more community based advocacy or policy work than you may expect. Clarify expectations by asking specific questions about your internship and work product. And once you get “on the ground,” be flexible and proactive in seeking work that interests and challenges you.

Be aware of significant events at the organization and in the region that might affect your summer internship. For example, it would be important to find out if the project you intend to work on will not go forward if the organization does not receive critical funding, or if the region is politically unstable. You may want to confirm that your supervisor will be there when you are. Keep in mind that some questions are more appropriate to address to someone outside of the organization who is familiar with its work.

Generally, international placements decide on interns later than U.S. ones. Organizations abroad will typically make decisions about a summer internship in the middle or late Spring semester. You may wish to be gently persistent in following up on your application. In addition, infrastructural glitches such as lack of internet service or unreliable phone lines may delay decisions.
H. Post-Graduate Experience

Once you decide to further your professional experience in the international field, finding post-graduate employment can be a challenge. With perseverance and ingenuity you can work in a field that you truly are passionate about. You can look to fellowships; take on contract work with organizations like the United States Agency for International Development or the United Nations; or, if you are able, get your backpack and get in the field to volunteer and network your way to in-country opportunities. See the section below on Funding Resources. It cannot be said enough that the majority of opportunities in international public interest are found through personal and professional connections. Make sure to network vigorously. Keep up your membership with affiliated organizations such as relevant sections of the American Bar Association and the American Society of International Law.

I. Salaries

Salaries for international work can vary a great deal. Salaries are typical for public interest work for organizations based in the United States. Some sample annual salaries:

- Human Rights Watch (post-graduate fellowship): $55,000
- United Nations, P-2: $47,000-$85,000; ($77,000 - $133,000 for NYC)
- U.S. Government: $63,000

Do note that local salaries in developing countries may be much lower which can be offset by the lower cost of living.

J. Some Practical Considerations

Yale University provides UHC Global Travel Assistance (http://ogc.yale.edu/UHCGlobal_Program) at no cost to all students and current University employees while traveling on University business or for pleasure. The program provides international and domestic emergency medical, security and travel assistance services anywhere in the world.

If you are going overseas, you will need passports, valid through the date of return, and, for many of the countries to which you will be going, visas. Ascertain whether a visa is necessary by calling the consulate of the country. Most consulates process visa applications during specific hours. The U.S. Department of State has information about entry and visa requirements at http://travel.state.gov/travel/cis_pa_tw/cis/cis_4965.html.

For general passport information, consult the U.S. Department of State Passport Services website at http://travel.state.gov/content/passports/english/passports.html.

For general contact information for consulates in the United States, consult the U.S. Department of State “Foreign Consular Offices in the United States” website at www.state.gov/s/cpr/rls/fco/. Make sure to work with your host organization to get the right kind of visa.

There are many things to think about when traveling. Have you thought about the following?

- What is the best and safest place for me to exchange my money?
- What will be the easiest and safest way for me to do my banking?
• Have I made copies of my passport, immunization card, student identification card, credit cards, travelers' check serial numbers and other important documents and left them in a secure place? If I don’t have the documents with me, can they be sent to me quickly in case of emergency?

• What will the weather be like?

• If I am planning on driving, do I have a valid license and the proper insurance? Did I make copies of my driver’s license and insurance papers and leave them in a safe place?

• Did I renew my prescriptions and take enough with me?

**K. Funding a Public Interest Career**
M. Some Additional Post-Graduate Fellowship Opportunities

- The Fulbright Program (www.cies.org/) is the flagship international educational exchange program sponsored by the U.S. government. The program provides scholars with the opportunity
to study, teach and conduct research, exchange ideas and contribute to finding solutions to shared international concerns.

- **Human Rights Watch** ([www.hrw.org](www.hrw.org)) is one of the world’s leading independent organizations dedicated to defending and protecting human rights. Using objective investigations and strategic, targeted advocacy, the researchers build intense pressure for action and raise the cost of human rights abuse. Fellows work at the sponsoring organization on issues and projects determined by the organization.

- **Open Society Foundations** ([www.soros.org](www.soros.org)) seeks to shape public policies that assure greater fairness in political, legal, and economic systems and safeguard fundamental rights. The foundations fund projects seeking innovative and unconventional approaches to fundamental open society challenges.

- The American Society of International Law offers micro grants through their *Arthur C. Helton Fellowship* ([www.asil.org/resources/helton-fellowship-program](www.asil.org/resources/helton-fellowship-program)) for law students and young professionals to pursue field work and research on significant issues involving international law, human rights, humanitarian affairs, and related areas.

- **Ashoka** ([www.ashoka.org](www.ashoka.org)) is a social entrepreneurship organization. They provide a living stipend for an average of three years, allowing fellows to focus full-time on building their institutions and spreading their ideas. The organization also provides fellows with a global support network of peers and partnerships with professional consultants.

- **Echoing Green** ([www.echoinggreen.org](www.echoinggreen.org)) provides start-up capital and technical assistance to help new leaders launch their organizations and build capacity.

- **Foundation Center** ([www.foundationcenter.org](www.foundationcenter.org)) is a leading source of information about philanthropy worldwide. The Center maintains the most comprehensive database on U.S. and, increasingly, global grantmakers and their grants—a robust, accessible knowledge bank for the sector. People are served in its five regional library/learning centers and its network of more than 450 funding information centers located in public libraries, community foundations, and educational institutions nationwide and around the world. A section of the website focuses on individual grantseekers. CDO has an online subscription to Foundation Grants for Individuals; please contact the office for login information. Select Find Funders, Foundation Grants to Individuals Online then Subscriber Log In.

### N. The International Public Interest Resume

A resume used to obtain employment in the field of international public interest is very similar to the standard legal resume. Sample student resumes can be found in *Introduction to Career Development* and sample alumni resumes can be found on the CDO website under Resources, CDO Publications, Sample Alumni Resumes. The differences are dictated by the fact that your intended reader may not be familiar with U.S. education institutions, awards, employment, abbreviations, or conventions. With this in mind:

- Don’t abbreviate dates (use April 2015, rather than 4/6/15), degrees (Masters of Arts rather than MA), locations (Connecticut rather than CT) or employers (U.S. Department of Justice, not DOJ). Avoid using seasons, such as Fall 2015—they don’t always translate well.
• Emphasize your connection to the relevant geographical area and your familiarity with languages and cultures other than your own. Do not overstate your language abilities.

• Explain your credentials, such as law school honors or responsibilities of a job, whenever in doubt.

• Emphasize all of your knowledge and background of that region or topic area, including conferences, projects, or papers.

• You may want to translate your resume into the working language of the organization to demonstrate your language ability.

• Include publications, even if they are not legal, if relevant.

• It is possible that this increased detail and explanation may cause your resume to exceed one page. As long as you are focused on the position at issue, this is not a problem.

O. Frequently Asked Questions

What classes should I take?
Since international public interest law is very broad, there is no way to answer this question across the board. Your specific interests and career goals should guide you. Take classes that help you develop knowledge and clinics that help you develop skills—whether litigation, writing, oral argument, research, or something else—that relate to your career interest. Public Order of the World Community: A Contemporary International Law is a popular, basic public international course at YLS, but many others may enrich your understanding and skills in international law.

What skills are most important to landing a job in this area?
Many attorneys involved in hiring law graduates for public international jobs believe that the basics are most important: good writing, strong research skills, the ability to analyze at a sophisticated level, and being able to advocate your ideas clearly and forcefully. For many legal jobs, proficiency in a foreign language or comfort with a foreign country or culture is also important. Otherwise, specific skills will depend on the particular job that interests you.

How important is it that I be on a competitive law journal?
This may be very helpful in helping you to stand out as an applicant for an “honors program” and other positions within the U.S. government, post-graduate fellowships, and other similarly competitive U.S.-based employment opportunities. In general, however, being on a competitive journal is not likely to make or break your chances for a career in international public interest. Many employers do look favorably upon applicants who have published on subjects relevant to the job in question. For many jobs, however, what is most important is having relevant work experience.

Is it important to work abroad?
For most public international jobs, experience living and working abroad is extremely helpful personally as well as a good professional credential. In some cases, experience working abroad is essential, as with many positions related to human rights, international health, development, or humanitarian assistance.

Are judicial clerkships useful?
Like being on the board of a very competitive law journal, holding a judicial clerkship can give you a leg
up on the competition for U.S.-based jobs, especially with the government, by indicating that you are smart and have good research and writing skills. It is doubtful whether a clerkship in a U.S. court would give you a competitive edge with non-U.S. employers. If you are interested in working in a specific country or region, you may be able to arrange a clerkship abroad. U.S. law students and graduates have worked at the Israeli Supreme Court, the Inter-American Court of Human Rights, and the Land Claims Court in South Africa, among other places. See CDO’s *Opportunities with International Tribunals and Foreign Courts* for guidance in this area.

**Is it possible to find a paid job right out of law school?**
Yes, but you should be willing to explore short-term opportunities such as fellowships, consultancies, “honors programs,” “junior officer programs,” and other similar positions. Be creative and patient.

**What about becoming a career diplomat?**
The U.S. Department of State Foreign Service career track provides the means for U.S. citizens to pursue a career as a diplomat. Information can be found on their website at www.careers.state.gov/officer. A required Foreign Service Officer exam is offered several times each year. Entering officers begin in the Management, Consular, Economic, Political, or Public Diplomacy tracks.

**How can I get a job with the United Nations (U.N.)?**
The Young Professionals Programme (YPP) (https://careers.un.org/lbw/home.aspx?viewtype=NCE) examination is held on a yearly basis in countries that are selected on the basis of their representation in the Secretariat through the Young Professionals Program (YPP). The purpose of the YPP examination is to recruit people for career positions at the Secretariat. Recruits will initially be given a two-year fixed-term appointment followed by conversion to a career contract, provided their performance is satisfactory. The U.N. also sponsors lawyers through the United Nations Volunteer (UNV) program to work in peacekeeping missions or developing countries. Unlike the name implies, UNVs receive a stipend and per diem which can be more than adequate. Additionally, positions are listed on the main U.N. career sites, https://careers.un.org/lbw/Home.aspx or www.unsystem.org/jobs/job_opportunities.htm. The State Department publishes a bi-weekly list of international vacancy announcements at www.state.gov/p/io/empl/. If you are interested in working for other United Nations agencies, funds, or programmes, please visit their websites directly. Enthusiastic networking should accompany the formal process of applying to the United Nations. Please contact the CDO office with any questions about this process.

**When should I apply for summer internships and post graduate opportunities?**
Because there is no general structure to hiring for international public interest jobs, it pays to start your research early, develop an action plan, and follow through. For summer internships, 2Ls should begin contacting organizations that interest them in the fall, and 1Ls should begin as soon after December 1st as they are ready. Many of these organizations (often the foreign NGOs) will not be willing to engage in the process for several months, but some (for example, the U.S. government) will follow a very structured and early timeline so it is best to learn the specific employers’ timelines before they expire.

The same advice applies for post-graduate opportunities. There are benefits to making contact early, even though many of these organizations will not know their needs until a vacancy arises or funding develops. Once again, the exception tends to be government hiring, which commonly has very early and strict application deadlines for entry level jobs.

**Can I transition from international to domestic work or vice-versa?**
Generally, yes. You can make strategic decisions which will allow you to make the transition a bit more smoothly. Think about developing transferable skills which will make you more marketable. In addition, keep ties to the market you’d like to return to. For example, if you would like to return to the United
States after spending some time abroad, think about doing a domestic internship for one of your summers.

**Can I survive on a public interest salary?**

Only you know that. Can people survive on a public interest salary and lead happy lives? Sure. They do it all the time. Not only is this question enormously dependent on what you consider the essentials of life, whether you have a working partner, where you live and whether you plan on raising some kids, but it is also dependent on the type of public interest work you pursue. Some legal services providers employ an amazing group of committed attorneys and offer relatively low starting salaries; however people working for the federal government will probably start in the fifties and can work up to well over $100,000. In addition, Yale’s loan repayment program (COAP) lightens the debt burden significantly and enables graduates to pursue public interest work.
CHAPTER 2
THE UNITED NATIONS

The United Nations is one of the most popular and attractive places to work for those considering international public interest law. However, securing employment with the U.N. is not often a straightforward process. This chapter will present some of the paths available for employment within this very large organization.

Founded in the aftermath of World War II, the United Nations (U.N.) is the single largest intergovernmental organization in the world with 192 member states. The six organs which make up the United Nations are the General Assembly, the Security Council, the Economic and Social Council (ECOSOC), the Trusteeship Council, the International Court of Justice, and the Secretariat. There are also 15 agencies and several programs affiliated with the U.N. called the U.N. Family of Organizations.

The General Assembly is the main deliberative organ of the U.N. and is composed of representatives of all U.N. member states. The Security Council is responsible for the maintenance of international peace and security. The Economic and Social Council is the principal body coordinating the economic and social work of the U.N. and its family of organizations. Seventy percent of the U.N. human and financial resources are under the purview of the Economic and Social Council. The Trusteeship Council was established to supervise the transition of former colonies to self-government and is now largely inactive. The International Court of Justice settles legal disputes submitted to it by States and gives advisory opinions on legal questions to the United Nations and its agencies.

The Secretariat, with a staff of approximately 44,000 and offices worldwide, takes care of a range of issues dealing with the management and day-to-day running of the United Nations. Within the Secretariat are the Office of Legal Affairs (OLA), the Department of Political Affairs (DPA), the Department for Disarmament Affairs (DDA), the Department of Peacekeeping Operations (DPKO), the Office for the Coordination of Humanitarian Affairs (OCHA), the Department of Economic and Social Affairs (DESA), and many others including Regional Commissions and International Tribunals. See www.un.org/en/mainbodies/secretariat/ for a full list.

U.N. headquarters are in New York but the U.N. has offices all over the world. Significant operations are carried out at the regional economic commissions in Addis Ababa, Bangkok, Beirut, Geneva, Santiago, and Vienna. Official languages of the United Nations are Arabic, Chinese, English, French, Russian, and Spanish; the Secretariat uses two working languages, English and French.

The U.N. family of organizations is comprised of the Secretariat, U.N. programs and funds such as UNEP (U.N. Environment Programme) and UNFIP (U.N. Fund for International Partnerships), and specialized agencies (such as UNICEF, UNDP) that have their own governing bodies and budgets, and set their own standards and guidelines.

Additionally, there are numerous subsidiary bodies dealing with legal or related issues within the U.N. system. Many of these meet as committees only several times a year and are staffed by individuals appointed by Member States—either as independent experts or state representatives.
A. Internships

Internships for law students (and others currently engaged in graduate studies) are available with the U.N. Secretariat, programs, and specialized agencies. The vast majority of U.N.-affiliated organizations hire interns year-round. Summer internships are usually full-time, but it is usually possible to work part-time during the semester. Minimum qualifications include proficiency in one or more U.N. languages and background in the substantive area of the specific organization’s work. Most internship positions (including all internships with the Secretariat) are unpaid, although a few organizations provide limited stipends. The minimum duration for U.N. internships ranges between one and three months, while the maximum duration is usually six months. Because of the U.N. bureaucracy, it is advisable to submit your application for an internship four to eight months before you wish to begin work.

Some affiliated organizations have established internship programs, usually with a centralized application process. Detailed information about such internship programs can usually be found online. Occasionally, application forms can be downloaded from an agency’s website or application materials can be sent via email. Where there is a centralized application process, internship applicants have a varying degree of control over the division to which they are assigned. In most cases, applicants are asked to indicate their preferred assignment at the time of application, but are not guaranteed to receive their preference. Because most U.N. organizations are not primarily legal in focus, most internship programs are open to non-law graduate students and undergraduate as well as law students. We urge you to ask whether opportunities for legal work exist, and whether the application process differs from the general one, before submitting your application.

Internships also are possible to arrange with U.N. organizations that do not have established internship programs. You may be able to arrange an internship by directly contacting the department or individual for whom you wish to work.

The United Nations Headquarters Secretariat Internship Programme is for the United Nations Secretariat New York only and is offered on a two-month basis three times a year: mid-January to mid-March; early June to early August; and mid-September to mid-November. The programme is normally full-time, in the department or office of the Secretariat which has selected them. Go to www.un.org/Depts/OHRM for internship information.

B. Post-Graduate Employment

The U.N. seeks candidates with extensive international backgrounds. Most of its employees have traveled widely, lived in several countries and are fluent in at least two U.N. languages. Other factors taken into consideration are prior work experiences and relationships with the U.N. as an intern (paid or unpaid), as a consultant, or as an employee or volunteer with an organization that works in partnership with the U.N. Both the substance of your prior work and your established networks are important in obtaining positions in the U.N. system.

Within the United Nations, individuals with legal backgrounds work as specialists in a variety of substantive areas in addition to law. For the most part, legal staffs are small and staff turnover limited. Most legal positions demand specialized knowledge in areas such as public international law, human rights, refugee law, labor law, patent and copyright law, or international criminal law.
There are various paths to working in the U.N.: fixed contracts, competitive examinations, short-term consulting positions, and “young” or “junior professional programs.” Because many U.N. organizations prefer to hire professionals with three to five years of experience, opportunities for entry level employment are limited. The hiring processes also take a long time. For example, the hiring process for fixed contracts may take as long as one year.

C. Recruitment of Young Professionals through Competitive Examinations

In recruiting for professional posts, special attention is paid to the development and maintenance of a proper balance among Member States, some of which have few or none of their nationals on the Professional staff of the U.N. Secretariat. Entry-level posts for junior professionals (P-2) are filled through competitive recruitment examinations organized on a rotational basis for nationals of inadequately represented Member States. United States citizens are eligible for these competitive examinations for 2015. The examinations are offered in several occupational groups, economics, political, and social affairs. Candidates must be 32 years of age or younger with fluency in either English or French. Be prepared, however, for a long process. From application to selection, the Competitive Exam process can take up to two years. Additional information, such as country of nationality participation, application form, date of next exam, eligibility, etc., is available at https://careers.un.org/lbw/home.aspx.

D. Short- Term Consultancies

For those with limited professional experience, short-term consultancies and jobs with “field operations” are usually the best ways to break into the U.N. system. Interested candidates may consider going to the city where you plan to work and spending several weeks doing intensive networking.

E. Young Professional Programs

In some cases, it is also possible to find employment through “Associate Expert/Junior Professional Officer Programme” or “Young Professional Programme” run by specialized agencies. Once again, the hiring process often is a slow one. A small number of these programs are open to applicants of all nations and are geared toward recruiting and grooming career staff for the agency in question. A larger number of training programs are more limited in scope, restricting participation to citizens of nations willing to fund their participation or from developing nations and typically offering “training” positions of two years duration. Specific information about these programs is provided in the organizational listings.

Relevant academic training, language skills, and international work experience are prerequisites for most U.N. professional positions. As previously stated, spoken and written command of at least two of the official U.N. languages is often required. Fluency or proficiency in other languages such as Arabic is often desired, depending on the location and nature of the agency or program. For lawyers, knowledge of French and/or Spanish (plus English) is especially valuable. In addition, work experience in the developing world is highly desirable and, in many cases, indispensable.

Most U.N. agencies post job vacancies on their websites; the subsequent organizational listings provide directions for accessing such information. Listed below are other useful resources for U.N. employment, including internships.

- The homepage of the Office of Human Resources Management (OHRM), which is responsible for hiring within the U.N., has links to U.N. job listings and other useful information. Visit https://careers.un.org/lbw/home.aspx.
• The International Civil Service Commission, which regulates and coordinates hiring and employment policies for U.N. affiliated organizations, posts vacancy announcements by agency, as well as information on personnel and related issues. Check out individual programmes, funds and agencies at the International Civil Service Commission by visiting http://icsc.un.org. For information on vacancies in peacekeeping field missions, go to https://careers.un.org/lbw/home.aspx.

• The Bureau of International Organization Affairs at the U.S. Department of State, which is responsible for coordinating the federal government’s participation in the U.N. and for managing an information and recruitment program, posts a list of vacancies at the U.N. and other international organizations on its website. Go to the Careers heading on www.state.gov and click International Organizations in the Careers tab. Most federal employees are eligible by law to be “detailed or transferred” to an international organization for a period of up to five years—and in certain instances up to eight years—with reemployment rights to their respective federal agencies, continuity of service and protection of fringe benefits. This is subject to prior approval by the federal agency concerned.

• United Nations Volunteers (UNV) recruits individuals for short-term assignments in developing nations related to humanitarian relief and rehabilitation, human rights, electoral and peace-building processes, and technical cooperation. Compensation and eligibility requirements vary, though some relevant experience is usually required. See www.unv.org for detailed information.

• Women Watch (www.un.org/womenwatch) lists all gender-related vacancies within the U.N. system.

F. Organizational Listings

In addition to the agencies described above, you should look to the many subsidiary committees, commissions, working groups, special rapporteurs, and other bodies that relate to law, such as the International Law Commission, the Sixth Committee of the General Assembly, and the U.N. Commission on International Trade Law. Enterprising law students and graduates may well be able to arrange internships and other employment opportunities with such bodies.

There are a number of organizations affiliated with the U.N., including the International Maritime Organization (IMO), the United Nations Population Fund (UNFPA), the United Nations Industrial Development Organization (UNIDO), the United Nations Institute for Training and Research (UNITAR), the Universal Postal Union (UPU), the World Food Programme (WFP), and the World Meteorological Organization (WMO). Generally, small professional staffs, technical subject matter, or citizenship issues limit opportunities for U.S. law students and lawyers in these organizations. See www.un.org for additional information.
CHAPTER 3
RESOURCES WITHIN THE YALE COMMUNITY

A. CDO Assistance

Yale Law School’s Career Development Office offers a number of useful resources for students interested in international public service careers.

CDO Publications
In addition to this guide, CDO publishes a guide to International Tribunals and Foreign Courts and a guide to Public Interest Fellowships. We also produce the brochure Public Interest Programs and Resources. All are updated yearly and available on the CDO website and in the office.

Summer Job Evaluations
CDO has online summer job evaluations of YLS students, spanning the last five years. These evaluations can be searched by location and type of employer, allowing internationally oriented students to quickly find relevant reports.

Public Interest Career Fair
CDO organizes an annual Public Interest Student Career Fair each November, at which second-and third-year students who have worked in public interest jobs over the summer share their experiences with first-year and other interested students. International placements are well represented.

Career Connections
CDO and the Alumni Office have created, and maintain, YLS Career Connections, an online alumni mentoring service. From this link on the CDO website you can search for YLS alumni who are involved in international public interest law and who are willing to assist students and YLS graduates in their career efforts.

Counseling
CDO is available to help you pursue your public interest international career goals. Make an appointment by calling (203) 432-1676 or stopping by the office.

Job Search Expenses
CDO will reimburse the telephone and fax expenses of a student’s public interest job search, which may be more significant for international public interest students. Students should keep track of their expenses and complete a Bursar Credit Agreement Form, which is available in CDO.

CDO has also created TRI PI (Travel Reimbursement Interviews for Public Interest) (www.law.yale.edu/student-life/career-development/students/career-guides-advice/tri-pi-travel-reimbursement-interviews-public-sector) which reimburses 2Ls and 3Ls for travel expenses including accommodations, up to $800, for travel to public interest fellowship and job interviews.

Print Resources
Books, guides, and directories related to the field of international public interest law can be found in the CDO library. For a complete listing, go to the CDO website under Resources, CDO Library, and look under Career Specialties and Public Interest.
B. Mentors

This section has been removed in the public version of this guide
3. Recent Graduate Mentors
4. Student Mentors


E. International Projects and Centers

The Orville H. Schell, Jr., Center for International Human Rights, located at Yale Law School, coordinates a diverse program to serve students and scholars at Yale and contributes to the development of the human rights community locally and internationally. The center organizes lectures and conferences on human rights topics; furthers human rights scholarship by hosting visiting scholars and providing research fellowships; promotes activism through summer and post-graduate fellowships; and supports the Allard K. Lowenstein International Human Rights Project and the Yale Human Rights and Development Law Journal. For further information about the center’s activities, contact Jim Silk at 203-432-1729 or Hope Metcalf at 203-432-9404, or consult their booklet Human Rights Programs: A Guide for Students 2011-2012. The website for the center is www.law.yale.edu/centers-workshops/orville-h-schell-jr-center-international-human-rights.
The **China Law Center** seeks to assist the legal reform process within China and to increase understanding of China’s legal system outside of China. To these ends, the center carries out research and teaching, promotes academic exchanges with China, and undertakes a variety of cooperative projects on important issues in Chinese legal reform. Since the center was launched, it has initiated in-depth cooperative projects with leading Chinese legal experts and institutions in the areas of judicial reform, administrative law and regulatory reform, and legal education. For more information, visit [www.law.yale.edu/china-center/programs/china-law-center](http://www.law.yale.edu/china-center/programs/china-law-center).

The **Global Constitutionalism Seminar** brings together a group of about fifteen Supreme Court and Constitutional Court judges from around the world. The group meets for four days in a seminar-style setting at the Law School to consider topics of common interest. The Seminar was directed by Professor Paul Gewirtz since its founding in 1996 until 2006, and from 2006 until 2009 by Professor Robert Post. In 2011 it became part of the Gruber Program for Global Justice and Women’s Rights. Currently, Professors Bruce Ackerman and Jed Rubenfeld co-chair the faculty Global Constitutionalism Committee; other members are Professors Gewirtz, Judith Resnik, Reva Siegel, and Alec Stone Sweet. Additional information can be obtained at [www.law.yale.edu/centers-workshops/gruber-program-global-justice-and-womens-rights/global-constitutionalism-seminar](http://www.law.yale.edu/centers-workshops/gruber-program-global-justice-and-womens-rights/global-constitutionalism-seminar).

The **Gruber Program for Global Justice and Women’s Rights** is a Yale University Program administered by Yale Law School. It consists of three core components: 1) the Global Constitutionalism Seminar; 2) the Gruber Distinguished Global Justice and Women’s Rights Lectures; and 3) the Gruber Global Justice and Women’s Rights Fellowships. Additional information for the program can be found at [www.law.yale.edu/centers-workshops/gruber](http://www.law.yale.edu/centers-workshops/gruber).

The **Jackson Institute for Global Affairs** offers courses and diverse workshop and lecture opportunities focused on global affairs for Yale University. They also bring in senior fellows such as Richard Goldstone, Stanley McChrystal and Rakesh Mohan. Sign up for their newsletter at [http://jackson.yale.edu](http://jackson.yale.edu).

Each summer the Law School sponsors a student exchange with several universities in Argentina, Brazil and Chile. Students involved in the **Linkage Program** focus on a wide range of areas including human rights, constitutional law, international law, and criminal law through participation in classes, meetings with professors, and workshops at universities in Buenos Aires, Santiago, Sao Paulo, and Rio de Janeiro. In addition, students visit government institutions, meet with national authorities, and work with local NGOs. Students live with host families. The Law School pays students’ travel and living expenses. For more information, visit [https://www.law.yale.edu/centers-workshops/yale-law-school-latin-american-legal-studies/yale-law-school-latin-american-linkage-program](https://www.law.yale.edu/centers-workshops/yale-law-school-latin-american-legal-studies/yale-law-school-latin-american-linkage-program) or contact Bradley Hayes, the program coordinator at bradley.hayes@yale.edu.

The **Whitney and Betty MacMillan Center for International and Area Studies** at Yale is the university’s principal agency for encouraging and coordinating teaching and research on international affairs, societies and cultures around the world. The MacMillan Center seeks to make understanding the world outside the borders of the U.S., and America’s role in the world, an integral part of the liberal education and professional training at Yale University. It provides opportunities for scholarly research and intellectual innovation; encourages faculty/student interchange; brings international education and training to teaching professionals, the media, businesses, and the community at large; sponsors more than 500 lectures, conferences, workshops, and other activities each year; and produces a range of academic publications. For more information, visit [www.yale.edu/macmillan](http://www.yale.edu/macmillan).
The **World Fellows Program** each year brings to Yale 14-18 highly accomplished men and women from a diverse set of countries around the world. Each fall, the Program sponsors a multitude of events featuring the World Fellows as speakers. A large number of these events are open to the entire Yale student body and to faculty, and many are open to the broader Yale and New Haven communities. Find a listing of events at [www.yale.edu/worldfellows/](http://www.yale.edu/worldfellows/).

The **Yale Center for the Study of Globalization** (YCSG) is devoted to examining the impact of our increasingly integrated world on individuals, communities and nations. The YCSG draws on the rich intellectual resources of the Yale community, scholars from other universities and experts from around the world. On campus, it supports research on the many facets of globalization and helps to enrich debate on globalization through workshops, conferences and publications. Off campus, the center furthers its mission through collaboration with a variety of institutions across the globe. The center’s flagship publication is the *YaleGlobal Online* magazine found at [www.yaleglobal.yale.edu](http://www.yaleglobal.yale.edu). For more information, please visit the center’s website at [www.ycsg.yale.edu](http://www.ycsg.yale.edu), or contact Haynie Wheeler at 203-432-1904.
CHAPTER 4
WORDS OF WISDOM

A. Practicing Attorneys

1. United Nations

UNITED NATIONS DEVELOPMENT PROGRAMME, GOVERNANCE & RULE OF LAW
UNIT, Khartoum, Sudan
Hillary Forden ’05

Career Path
I became interested in pursuing a career in international human rights as an undergraduate and chose to
attend law school in order to improve my chances of succeeding in this field. While in law school, I took
classes in international law, participated in the Immigration Legal Services and Lowenstein International
Human Rights Clinics, and joined the Yale Journal of International Law and Yale’s Human Rights and
Development Law Journal. I also forewent the typical “Summer Associate” path and spent both of my
summers in unpaid internships with human rights organizations. During my 1L summer, I interned at the
Asociacion por los Derechos Civiles, a small but well-respected Argentine NGO. I split my 2L summer
between the United Nations High Commissioner for Refugees’ Regional Office for the United States and
the Caribbean in Washington, DC and Yale’s Linkages Program in Sao Paulo, Brazil.

After law school, I spent a year clerking for a judge on the Alaska Court of Appeals in Anchorage,
Alaska, before moving to Asmara, Eritrea, to work for Prof. Lea Brilmayer on Eritrea’s case before the
Eritrea-Ethiopia Claims Commission. In this position, I took witness statements, gathered documentary
evidence, drafted portions of Eritrea’s written filings, and ultimately attended a damages hearing before
the Eritrea-Ethiopia Claims Commission. While in The Hague for this hearing, I met up with a friend who
informed me of an opportunity in UNDP’s rule of law program in Sudan. I joined UNDP as a United
Nations Volunteer in August 2007. During the first half of 2008, I applied for a position as an Associate
Legal Officer at the International Criminal Tribunal for Rwanda and was selected for a roster but not
offered a position at that time. As my one-year UNV position came to a close, a friend told me about an
unadvertised position at the International Organization for Migration in Nyala, South Darfur. I applied for
and was offered this position in August 2008. However, my career at IOM was short-lived. The Sudanese
government refused to grant me a residence permit to stay in the country, and on the same day that the
ICC issued its arrest warrant for President Omar Al Bashir and the Sudanese government began expelling
certain international NGOs, I was offered a position at the ICTR is Arusha, Tanzania. I took advantage of
this coincidence to leave Sudan and join the Chambers Support Section at the ICTR.

United Nations Development Programme (UNDP)
UNDP is the U.N.’s global development network, an organization advocating for change and connecting
countries to knowledge, experience, and resources to help people build a better life. In particular, UNDP
helps countries to build and share solutions to the challenges of democratic governance, poverty
reduction, crisis prevention and recovery, environment and energy, and HIV/AIDS. Within the area of
democratic governance, UNDP Sudan has invested heavily in the rule of law sector. UNDP is currently
promoting access to justice and human security in Southern Sudan; the Three Protocol Areas (Abyei,
South Kordofan State, and Blue Nile State); Darfur; Eastern Sudan; and IDP camps in Khartoum. UNDP
is also assisting the country in meeting the expectations of post-conflict Sudan by building the capacity of
the National Judiciary and providing institutional support to the Judiciary of Southern Sudan and the Ministry of Legal Affairs and Constitutional Development in Southern Sudan.

From August 2007 to August 2008, I served as a United Nations Volunteer in UNDP’s Governance & Rule of Law Unit in Khartoum, Sudan. During my first seven months, I worked primarily on UNDP’s Access to Justice project in Sudan’s Three Protocol Areas. I managed the project budget; responded to requests from donors; liaised between project staff in the field and operations staff in Khartoum; wrote and edited progress reports for donors and UN bodies; participated in contract negotiations; and attempted to solve problems inherited from my predecessor. For the remainder of my time at UNDP, I was tasked with assessing UNDP’s demand-side access to justice programming (i.e. legal aid and human rights awareness-raising) in northern Sudan. I spent approximately 50% of my time in the field, meeting with and interviewing UNDP colleagues, NGO and U.N. partners, and government and civil society counterparts, and collecting knowledge products created and used by UNDP’s offices in these various locations. Based on these investigations, I drafted a comprehensive report identifying best practices and lessons learned and making recommendations for improvement.

My favorite part of this job was that it allowed me to travel extensively throughout Sudan and to experience first-hand the geographic and ethnic diversity of Africa’s largest country. I also had the pleasure of speaking with UNDP’s project beneficiaries and seeking their advice on how to improve UNDP’s program.

Unfortunately, I often found working for UNDP Sudan more frustrating than it was rewarding. Despite spending much of my time solving problems from the past, UNDP made little headway during my tenure. High staff turnover, bureaucratic delays, and poor training made it difficult to accomplish the organization’s objectives. Additionally, internal politics often took precedence over UNDP Sudan’s programs, the needs of the Sudanese people, and the goals of project donors.1

**International Organization for Migration (IOM)**

IOM is the leading inter-governmental organization in the field of migration. IOM works to help ensure the orderly and humane management of migration, to promote international cooperation on migration issues, to assist in the search for practical solutions to migration problems, and to provide humanitarian assistance to migrants in need, including refugees and internally displaced people. IOM’s projects in Sudan target internally displaced persons, refugees, returnees, labor migrants, and others. In 2008 and 2009, IOM in Darfur registered internally displaced persons for assistance (particularly food aid); verified and monitored returns and relocations of internally displaced persons; and collected and analyzed data on population distribution and movements in the region.

As a Protection Officer in IOM’s Verification and Monitoring Unit in South Darfur, I worked with a team of national and international protection staff to assess the voluntariness and appropriateness of IDP returns and relocations in South Darfur. I visited villages of return throughout South Darfur, led focus group discussions with sheikhs and other community leaders in villages of return, oversaw individual interviews conducted by national staff with randomly selected returnees, conducted village assessments, and gathered information from government officials and humanitarian actors. I also helped develop and revise interview and assessment forms; drafted internal and external reports on IOM’s findings; shared findings with IOM counterparts in the Sudanese Government and the U.N; represented IOM in meetings with national authorities, non-state actors, U.N. agencies, NGOs, and donors in South Darfur; helped chair the Return and Reintegration Working Group in South Darfur; and led inter-agency protection

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1 Note that these criticisms refer specifically to UNDP Sudan and should not be understood to apply to other UNDP offices.
interventions related to IDP returns and relocations. Finally, I conducted legal and policy research on issues such as forced relocation, freedom of movement, IDP data protection, and durable solutions to displacement, which I used in developing internal guidance documents for IOM staff in Darfur.

This was quite possibly the most interesting position I’ve ever had. It allowed me to serve as a watchdog against forced returns and relocations of IDPs, to travel throughout South Darfur, to meet with IDPs and returnees and discuss their movements and conditions in the IDP camps and places of return, and to analyze, and in some cases challenge, GoS (Government of Sudan) policies towards internally displaced persons. At the same time, I felt constrained by IOM’s limited mandate and internal guidelines intended to prevent future returns to inappropriate locations. For example, while my colleagues and I frequently met with returnees who were living in harsh conditions and begging for humanitarian or development assistance, we rarely provided or encouraged assistance to these populations. Our mandate was limited to assessing and reporting on the voluntariness and appropriateness of their returns. Moreover, we were only supposed to encourage and support assistance to returns that were found to be fully voluntary and appropriate or where assistance was considered “life saving”.

International Criminal Tribunal for Rwanda (ICTR)
The ICTR was established by the United Nations Security Council for the prosecution of persons responsible for genocide and other serious violations of international humanitarian law committed in the territory of Rwanda between 1 January 1994 and 31 December 1994. It may also deal with the prosecution of Rwandan citizens responsible for genocide and other such violations of international law committed in the territory of neighboring States during the same period.

As an Associate Legal Officer in the ICTR’s Chambers Support Section, I assisted judges responsible for trying individuals charged with genocide, crimes against humanity, and other serious violations of international humanitarian law. I was involved in all phases of the trial process, from pre-trial through judgment delivery. I conducted legal research on issues such as elements of crimes in international criminal law, modes of criminal liability in international law, and fair trial rights. I also drafted decisions, orders, and judgments on behalf of the judges for whom I worked. Most importantly, I coordinated and drafted the judgment in the case of Prosecutor v. Kanyarukiga with one other Associate Legal Officer. In this position, I supervised nine legal interns, including both law students and qualified lawyers.

The most rewarding aspect of this job was also the most frustrating: I had far more responsibility than I had anticipated. This was due to a number of factors, including that my direct supervisor resigned and was never replaced. As a result, my colleague and I were obliged to perform his functions in addition to our own. With this greater level of responsibility came stress and longer working hours. At the same time, I had the privilege of contributing to the development of international criminal law and procedure while building management and coordination skills.

Work-Life Balance
I typically worked between 40 and 50 hours a week at both UNDP and IOM. Although this schedule could easily accommodate a life outside of work, the question of balancing work with one’s family or personal life was often more complicated than that. While living in South Darfur, I was subject to two different curfews: a U.N. curfew and a government curfew. The U.N. curfew varied but was typically 9 or 10 p.m. The government curfew was 11 p.m. My lifestyle in Sudan was also heavily influenced by the application of Sharia law in that country. Not only were alcohol and pork products illegal in northern Sudan, but all residents were also expected to conform to conservative standards of dress and conduct.

Moreover, to the best of my knowledge, all duty stations in Sudan are currently U.N. non-family duty stations. This means that international staff cannot bring their dependents with them to Sudan unless those dependents are also employed by the U.N., an NGO, an embassy, etc. In exchange, staff in non-family
duty stations receive hazard pay and a week off for rest and recuperation every six to eight weeks. This is in addition to the 30 days of annual leave to which all U.N. employees are entitled.

My work-life balance at the ICTR in Arusha, Tanzania, could not have been more different. On the one hand, life in Tanzania is very pleasant. Arusha is a family duty station, so the vast majority of staff members with families had their spouses and/or children living with them in Arusha. Arusha is also surrounded by world-renowned tourist destinations, including Mt. Kilimanjaro, the Ngorongoro Crater, the Serengeti, and Zanzibar. Consequently, I had the privilege of spending weekends on safari, climbing mountains, scuba diving, gorilla tracking in Rwanda, etc. On the other hand, my working hours were not always conducive to travel or a personal life. While I typically worked 35 to 45 hours a week during trial, I spent approximately six months judgment drafting, during which I worked around 70 hours per week.

Advice
Students interested in working at the ICTR or at one of its sister tribunals should definitely try to take international criminal law or international courts and tribunals during law school. Moreover, because the ICTR (and probably the other international criminal tribunals) rarely hires anyone who does not already have some connection to the Tribunal, I would highly recommend that students who are interested in international criminal law intern at one of the tribunals, preferably the one they are most interested in working with after law school.

I’m not sure which courses or internships to recommend to students interested in UNDP or rule of law. Ultimately, getting into UNDP, or the U.N. in general, comes down to whom you know and whether you’re in the right place at the right time. It is worth noting, however, that a number of UNDP staff have prior experience with the organization’s implementing partners or donors, such as USAID or its equivalents in other countries. Also, while the backgrounds of those in UNDP’s rule of law program were varied, experience in criminal defense or with a legal aid organization and knowledge of project management, finance, and monitoring and evaluation are all useful. Students interested in “Rule of Law” work, particularly with UNDP, should also know that most substantive legal work is done by implementing partners, international consultants, and national lawyers. International program and project staff are mainly responsible for managing and coordinating these various actors.

Finally, I would suggest that students interested in working with IOM take courses in migration-related subjects, such as immigration and refugee law. Moreover, while migration experience is clearly the most relevant to work with IOM, IOM highly values field experience and tends to hire people who are already working or have previously worked in the country where the position in question is located. 2015

WORLD INTELLECTUAL PROPERTY ORGANIZATION, Geneva, Switzerland
Edward Kwakwa, J.S.D. ’90; LL.M. ’87

I have been Legal Counsel at the World Intellectual Property Organization (WIPO) in Geneva since October 2004. WIPO is a Specialized Agency of the United Nations with a membership of 188 States. It was established in 1970 to promote the protection of intellectual property worldwide.

I obtained my LLB (first law degree) from the University of Ghana in 1984, earned an LLM from Queen’s University in Canada in 1986, and earned another LLM and a JSD from Yale in 1990. From 1990 to 1993, I worked in the Washington, DC office of O’Melveny & Myers as an Associate, practicing mostly international trade and corporate law. In 1993, I was lucky to receive a call from the Commission on Global Governance’s General Secretary, informing me that they were interested in hiring “a young international lawyer.” They had been given my name by one of their contacts at the United Nations in
New York, and wanted to know if I was interested in being interviewed for the position. From 1993 to 1994, I took a leave of absence from O’Melveny & Myers to serve as International Legal Adviser at the Commission in Geneva.

In 1994, I applied for a job with the Office of the United Nations High Commissioner for Refugees (UNHCR) in Geneva when I heard they were looking for someone with a public international law background. I joined the UNHCR as Senior Legal Adviser. After two years of international refugee law, however, I decided to move to a more commercial area of international law, and that was what motivated me to apply for a vacancy notice that appeared at the World Trade Organization (WTO) in 1996. I worked at the WTO for only a few months before moving to WIPO. Since all these organizations are based in Geneva, the move from one organization to another was relatively smooth and painless.

My work at WIPO includes various aspects of a typical international administrative, constitutional and public international law practice. For example, because the Director General of WIPO acts as depositary to some 26 treaties in the field of intellectual property, I perform various depositary functions (e.g., receiving and processing instruments of accession and ratification, making determinations as to the acceptability of various reservations to treaties, etc). In addition, I am responsible for drafting and interpreting rules of procedure as well as administrative and final clauses for the various treaties adopted at WIPO’s diplomatic conferences. I also represent the organization at the International Labor Organization’s Administrative Tribunal, where staff members occasionally bring cases against the Organization. This happens to be the least desirable aspect of my work, as I have to defend the Organization against colleagues and, in certain cases, friends. I am also responsible for the legal aspects of my Organization’s relations with the Host State, Switzerland. This includes advising on the Headquarters Agreement and the privileges and immunities to which the Organization and its staff members are entitled. My work hours at WIPO have been generally more than the average in the United Nations system. In general, I work between 10 to 12 hour days.

In my view, students wishing to have a career in the field of public international law must take all the courses available in that area. In particular, the courses in world public order, international business transactions, international comparative law, international commercial arbitration and legal constraints on the foreign affairs power are indispensable. The importance of a second language cannot be overemphasized. I had to enroll in a crash course in French, as my knowledge of the language was elementary at best. Due to the international nature of the work, most international organizations require a working knowledge of at least two main languages.

One of the best decisions I took while in law school was joining the American Society of International Law (ASIL). I attended every annual meeting, served as Reporter at panel sessions for four years, and have since participated in different capacities at the annual meeting, including as a Panelist and as a Member of the Annual Meeting Organizing Committee. Attending and participating in the annual meetings of the ASIL opened up various opportunities, including meeting several of the pre-eminent scholars and practitioners in the field. It also enabled me to keep abreast with developments and discussions in the field. I served on the Executive Council of the ASIL from 2001 to 2004 and am serving as a Counsellor from 2012 to 2015. I am also serving as a Vice President of the ASIL from 2015 – 2016.

Another useful activity was publishing articles in law reviews, journals and elsewhere. While at Yale, I made sure to elect a paper option whenever possible, and I frequently finalized those papers and submitted them for publication. I believe this gave me an advantage over my colleagues who did not have any publications when we graduated.
I have immensely enjoyed working as a public international lawyer and I would gladly and wholeheartedly recommend a career in any field of international law. I had some frustrating moments during my tenure at the Office of the U.N. High Commissioner for Refugees. In particular, I was surprised to see the temerity with which governments seemed to violate the provisions of the principal international refugee conventions. My general impression is that international trade and investment/international business norms are more effectively enforced and more rigorously adhered to than are the norms in the international human rights/humanitarian law area. This should, of course, not be the sole criterion in determining the area of international law in which one would like to have a career.

2015

2. Intergovernmental/Foreign Government Settings

KOROR STATE GOVERNMENT, Republic of Palau, Guam
Antonio L. Cortes '89

Beginning three years after graduating from Yale Law School, I was fortunate to spend a little over four years practicing public international law, as the General Legal Counsel for the Koror State Government, Republic of Palau.

In law school, I was somewhat interested in international matters, but not strongly so. I only took one international subject, but did volunteer to serve as a “big brother” to two LLM candidates, one from Chile and another, named Bud, who had served as the attorney general of a Micronesian state. Out of school, I worked for a large law firm, then a second firm, but remained somewhat restless. About 3 p.m. each day, I closed my office door and read the “out of area” section in the employment classifieds of the San Francisco lawyer newspapers. When Koror State Government of the Republic of Palau placed an ad there, I went to the bookstore and read what I could find about that place. Finding much that attracted me, the next day I faxed my resume as the ad instructed, along with the best cover letter I could write. I also found everything the Stanford Law School had on the law there, and looked it over.

A month or so later, I was called by Koror State’s Executive Administrator, John Gibbons, who said he was in the area and asked if I could meet him for an interview the next day at 11. I said “yes.” I then took the rest of the day off, copied and studied the Palau Constitution, and started reading the only law review article I could find on that country. At the interview, which continued through lunch, Administrator Gibbons kept pretty quiet while the Palauan attorney who had accompanied him spoke with me of Palau, law, and such things. Then John asked the only question he had for me: Did I like swimming? I said “yes.” When I left they greeted the next interviewee. When I got home, there was a message on the answering machine offering me the job.

As appropriate with a major decision affecting my prospective employer and myself, I read more deeply about the Palau, visited it, and carefully considered my personal needs, as well as those of the State, before accepting the position. I located and spoke to Bud, who gave two pieces of good advice for those about to work as a public lawyer in a foreign, third-world jurisdiction. To those I add a third of my own: 1) don’t be attached to the notion that your new employers will follow your advice; 2) decide at the outset what to do if offered a briefcase full of cash; and 3) assiduously avoid acquiring personal power in a foreign jurisdiction, or the appearance that you have acquired it. It is better to maintain a modest, service-oriented approach, publicly and in your own mind, and to let the local officials under whom you work make the policy. I followed those rules at Koror State, to my advantage. No one ever did offer me that briefcase, but thanks to Bud, I was better prepared to offer emergency guidance when one of Koror’s officials came to me with such a problem.
Representing third world governments is interesting, at least, as well as useful and rewarding. I suspect many of the smaller of such governments could advantageously hire attorneys from the better law schools, with two to four years experience, who have a consciously-working mastery of the ethical rules. I had a very good experience with Koror State, and with hard work and a couple of contract renewals, was able to advantageously resolve some long-standing problems badly in need of resolution. For example, I successfully defended a challenge to the Koror Constitution’s constitutionality under the Palau Constitution; I obtained a final adjudication placing Palau’s famous Rock Islands under the jurisdiction of Koror State; and I forced a negotiated settlement of the Republic’s claim to Koror’s public land, by which Koror’s sole title was finally settled. I advised the three branches of the Koror Government during a governmental reorganization pursuant to an amendment to the State Constitution. I prepared legislation, and prepared and negotiated contracts between Koror State and entities in Guam, Palau, Australia, Thailand, and the Philippines.

In my view, the process of finding a position in international public law, with one exception, is just like finding employment with a U.S. law firm. When we really want a job enough, we do what it takes to get it. We write our best cover letter, we actually study for the interview, and the rest. The one exception is our natural hesitation to seek to work in, to live in, and to become part of a foreign society, one where we will necessarily be less powerful, more helpless, than in our own. This hesitation is just an internal obstacle. Once you decide to take the plunge, it is gone. As far as qualifications, if you are a graduate of a good law school with a few years experience, are prepared to habitually look to the ethical rules for guidance (in many situations there will be no other available guidance), and are prepared to be diligent in your duties to a small, third-world public entity, you should be able to do it much good. Those who find such a path appealing might contact governmental entities in U.S. Territories and protectorates, such as those in Micronesia, Samoa, and the U.S. Virgin Islands.

2015

LAW CLERK TO CHIEF JUSTICE SANDILE NGCOBO
CONSTITUTIONAL COURT OF SOUTH AFRICA
Clark Gard '09
Robina Fellow

A lot of YLS students were engaged in human rights or other public interest work before going to law school. Many of us went to law school as “human rights people” with the express purpose of becoming “human rights lawyers.” A lot of YLS students continue that work throughout law school, only to go into BigLaw and find themselves asking the question: “Was this actually what I molded myself for so many years, before law school, to become? What happened to all the direction I had before law school?” For me, applying for the Robina Fellowship and coming to South Africa to work for the Chief Justice of the Constitutional Court signified a return to first principles—that I would use my mind and the skills cultivated in law school in service of the public good, and not in some attenuated trickle-down way, but much more directly than I could at my firm. I decided to do a public interest fellowship in order to complete the transition from “human rights person” to “human rights lawyer” that I began when I started law school and somehow lost touch with along the way.

I will briefly share with you some of my background and my path to the Robina Fellowship and the Constitutional Court, which I hope will illustrate how you can be broad in law school (not narrowing your identity to just public service or just corporate stuff) and go into BigLaw when you graduate, but still come out the other end into a public interest fellowship (just don’t wait too long!).

I was involved in human rights work throughout my masters, including humanitarian law research at the American University in Cairo and transitional justice fieldwork at the Afghan Independent Human Rights Commission in Kabul. At Yale, I was a student director in the Lowenstein International Human Rights
Clinic and had the good fortune of leading a number of human rights projects. My work with the Clinic included a field mission to Kenya to investigate access by Nubian children to education and healthcare; the drafting of a white paper relating to the liability of international police trainers for human rights abuses committed by their trainees; work on a draft United Nations declaration on the rights of older persons; and leading a field mission to Cambodia to investigate abusive labor practices in the Cambodian garment industry. I also had the privilege, while at Yale, to serve as a teaching assistant to Cover Fellow Elizabeth Brundige in an international human rights law course. Having these outlets at Yale, which kept me firmly rooted in the human rights community, allowed me to explore other things, including some of the more corporate and black letter offerings in the law school.

For a number of reasons, I made the choice to become a capital markets lawyer after graduation and not the human rights lawyer I went to Yale to become. It was both humbling and bittersweet when, after having already started work at my firm, I learned that I had been awarded the Khosla Memorial Fund graduation prize, shared with a classmate whose record serving the public interested I considered far superior to my own and who did not, himself, go to a firm. I committed myself to returning to human rights work and fulfilling some of the goals that I set for myself before going to law school, and one of those goals was to work for the South African Constitutional Court.

Although it has been operating for just over a decade, the new Constitutional Court has already handed down a number of landmark decisions that have led international human rights scholars to view the Court as being at the forefront of international human rights jurisprudence. The Court has boldly tackled issues within the economic, social, and cultural rights space that before been labeled “non-justiciable” by human rights scholars. Most students of international human rights law are well acquainted with benchmark decisions of the Court, and I went to law school hoping that I might one day clerk there. I was in good company at Yale, as I was the fourth person in as many years to go from Yale (and the Lowenstein Clinic) to the Court, and have absolutely loved working for the Chief Justice.

As a foreign research clerk in the office of the Chief Justice, I assist the Chief Justice in his dual capacity as both the head of the Constitutional Court and the head of the South African judiciary. In assisting the Chief Justice in his capacity as the head of the Constitutional Court, my responsibilities include drafting memoranda assessing the merits of new applications to the Court, reviewing submissions made by parties to disputes that have been set down for hearing, attending oral arguments, and assisting in the drafting of judgments and orders of the Court. In assisting the Chief Justice in his capacity as head of the judiciary, my responsibilities include coordinating the Chief Justice’s work leading the Judicial Service Commission (responsible for appointing candidates to the bench and reviewing complaints against judges), and preparing policy papers and research memoranda looking into the structure and function of the judiciary, which is currently undergoing significant reform aimed at increasing the administrative independence of the judicial branch.

Having given you some indication of my path through Yale and to Johannesburg, the last thing I would like to say, which I think those of us seeking to break into public interest and international human rights work should keep in mind (particularly those who are coming from a corporate background) is that there are tons of opportunities out there once you just get out there and start doing it, and that’s what doing a public interest fellowship is all about. Any move into the field, even if your first step is not into what you thought was your thematic area of expertise, is a good move. My expertise was in the Middle East and Central Asia, not sub-Saharan Africa, and even at Yale I was not focused on constitutional law per se. Nevertheless, since arriving in South Africa and joining a community of lawyers working on human rights issues, taking that first step out of corporate law, job offers for post-clerkship work have come quickly. The key was that the Robina Fellowship enabled me to get my foot in the door and from there you will find other opportunities.

2015
3. United States Government

U.S. DEPARTMENT OF DEFENSE, Washington, DC and Geneva, Switzerland
Elbridge A. Colby, ’09

I pursued an international public interest fellowship because the program provided an ideal way to gain valuable government experience in a position that would be almost impossible to obtain through standard channels. The fellowship in effect gives a law student the ability to present oneself as a free good to a government office, which is usually very constrained in its ability to hire people, especially from outside of those already serving in the government. In my case, the fellowship worked out exceptionally well. Given my interest in defense and security policy, and especially U.S. nuclear weapons policy, I was able to find a placement through a former colleague from the RAND Corporation with the Secretary of Defense’s Representative to the negotiations for the successor to the expiring Strategic Arms Reduction Treaty with Russia. This would simply not have been possible, even if I had been in the government, because the office was constituted almost entirely of detailees—that is, individuals employed by other parts of the Defense Department.

In the course of my job, I was treated as a regular member of the team. Through the IPA channel, the government can hire individuals working for non-profit organizations, and this is a familiar model in the Defense Department, which brings in fellows or temporary employees from the national laboratories and places like RAND, CNA, IDA, as well as think tanks like the Council on Foreign Relations. This familiarity with the model allowed me to integrate fairly seamlessly into the team from an administrative point of view.

In terms of my work, my time was divided between my first 7 months, primarily in Geneva, negotiating with the Russians, and the second half, working on the ratification effort in the U.S. Senate. Work in Geneva was akin to a contract negotiation, with much of the work involving poring over and analyzing the Treaty and its protocols and annexes in the search for agreement with the other side, and then providing records of the proceedings back to Washington via cables. The work on ratification was more broad and policy-oriented, involving preparations of materials needed for Senate consideration such as a treaty article by article analysis, answers to questions for the record, testimony, etc. Naturally, a large part of this work involved coordinating answers within DOD and with other agencies, and making sure these documents were sent up for senior level clearance.

On the whole, the fellowship was immensely fulfilling and productive. Even though I had had four years of government experience, I had not been directly involved in nuclear weapons or arms control policy, so I learned an enormous amount, not least about how the sausage is made in the government. I also was able to gain rather unusual experience working on the negotiation of an arms control accord as well as its ratification, which are relatively infrequent events.

In terms of preparation, I read up on the START Treaty as well as other arms control agreements, and on nuclear weapons and deterrence issues more broadly.

My advice to future YLS’ers thinking about government service is to think seriously about this program. It is an exceptional way to get really good government experience right out of law school. It’s enormously difficult to crack into the government, especially outside of legal tracks, and this can be a way to get a foot in the door. Even if it doesn’t lead to a government job immediately thereafter, it will stand one in good stead and, if done right, can be a really rewarding experience. My advice is also to think creatively and big about what one wants to do—as a free good, an applicant will be popular!

2015
From the fall of 2002 until February 2008, I was an attorney in the Office of the United States Trade Representative (USTR). In February 2008, I joined the staff of the National Security Council as a Director for International Trade & Investment. I took a somewhat circuitous route to get here. More about that in a moment.

I graduated from YLS in 1994. At the time, I had an inkling that I wanted to pursue a career in international trade law, but was not sure of the best way to go about doing it. My interest was sparked mainly by a combination of two events in my third year. The first was an outstanding seminar on trade law and policy co-taught by Harold Koh and Josh Bolten (who was visiting YLS, having recently completed a stint as USTR General Counsel). The second was the experience of assisting Professor Michael Reisman in his capacity as a member of a bi-national panel convened under the U.S.-Canada Free Trade Agreement to examine the latest iteration of the U.S.-Canada softwood lumber dispute.

Following graduation, I clerked for Judge Wilfred Feinberg of the U.S. Court of Appeals for the 2nd Circuit and then went to work as an associate at Sidley & Austin, in Washington, DC. Sidley had a small trade law practice at the time (much different from the large and diverse trade practice it has today), which was trying to capitalize on the establishment of the World Trade Organization (WTO) to advise foreign governments and other clients on the law of the WTO. Sidley allowed me to explore both trade law and general litigation.

About one year into my time at Sidley, the partners who had established the trade law practice left the firm. I stayed on for an additional year, continuing to work in the general litigation area. I then decided to move to New York, practicing in the litigation group at a small firm there. What I discovered in New York was that I still had the itch to pursue my interest in international trade. From my perch in New York, I began to inquire into opportunities at USTR, Congress, the WTO, and elsewhere in the international trade world.

My inquiries paid off. In the spring of 1999, a friend who had just left private practice to work as trade counsel for the Democrats on the House Ways and Means Committee asked if I would be interested in serving as trade counsel to Rep. Sander Levin of Michigan who, at the beginning of the 106th Congress, had assumed the position of Ranking Member on the Trade Subcommittee of the Ways and Means Committee. I was indeed interested, Rep. Levin offered me the position, and I accepted.

This turned out to be the right place to be at the right time. The debate on China’s entry into the WTO and whether the United States should extend permanent normal trade relations (PNTR) to China (by passing legislation to exclude China from the Jackson-Vanik Amendment to the Trade Act of 1974) was just beginning. Because Senators of both parties and House Republicans were largely supportive of PNTR for China, the key to achieving PNTR really focused on House Democrats. In my time with Rep. Levin, I had the privilege to work with the Administration, other Members of Congress, and the private sector to craft legislation that ultimately made it possible to extend PNTR to China. That was the highlight of my time in the House.

At the beginning of the 107th Congress, in 2001, an opportunity became available to join the staff of the Finance Committee in the Senate as trade counsel, and I moved into that post. Just as the House had been the focal point for the debate on PNTR for China, the Senate Finance Committee was the focal point for legislation to restore the President’s so-called “fast track” authority to negotiate trade agreements. During my time at the Finance Committee, I was integrally involved in crafting the bill that became the Trade Act of 2002.
Shortly after passage of the Trade Act of 2002, I left the Hill to join USTR’s Office of General Counsel. I moved from a political position to a civil service position. Some consider that unusual, in that the perceived trend is for people to move from civil service positions to political positions, rather than the other way around. For me, the move was entirely logical. I had been in the House at a key moment in trade policy making for that chamber and in the Senate at a key moment in trade policy making for that chamber. Following passage of the Trade Act of 2002, much of the action would turn to the Executive Branch. In particular, restoration of “fast track” authority kicked off a flurry of new free trade agreement negotiations.

In my time at USTR, I have worked on several free trade agreement negotiations. I was the lead lawyer for the negotiation the United States began with Malaysia in June 2006 as well as the lead lawyer for negotiations with Thailand. Negotiations occupied between 30 and 40 percent of my time at USTR. Another 40 percent was taken up by WTO dispute settlement. Each of the 20 to 25 lawyers at USTR is responsible for two to three WTO disputes at a time, in addition to his other negotiation and other responsibilities. WTO dispute settlement is a form of arbitration. Hearings are held before ad hoc, three-member panels in Geneva, Switzerland. The USTR lawyer responsible for a dispute manages every step of the process, beginning with consultations with the other party, to establishment of a panel, to brief writing and the conduct of oral advocacy before the panel, to an eventual appeal before the WTO Appellate Body.

In addition to trade agreement negotiations and dispute settlement, I was responsible for a variety of other general counseling type matters. These other matters occupied between 20 and 30 percent of my time. They included, for example, advising the USTR official who sits on the Committee on Foreign Investment in the United States, participating in inter-agency deliberation on investment-related matters, and drafting legislation and other elements of the “package” that is assembled in bringing trade agreements into force.

I am a big fan of each of the institutions at which I have worked. I am especially fond of USTR for several reasons. First, in terms of interesting work, it can’t be beat. For any U.S. lawyer interested in practicing in the area of international trade, USTR unquestionably is the place to be. This is not to say that a wonderful experience can’t be had at other institutions (such as Capitol Hill, the Department of Commerce, or the U.S. International Trade Commission). However, USTR is at the center of every major trade debate, and the range of issues on which a lawyer can work is unparalleled.

Second, and relatedly, because USTR plays such a critical role in trade law and policy it attracts a very high caliber of personnel, including several YLS alumni. There are between 20 and 25 lawyers in our office. Most of them have come from private practice or other government agencies. Careful selection has resulted in a group that has stellar credentials and that is extraordinarily collegial. The feel of the office is very much that of a small, energetic law firm.

Third, because the office as a whole is relatively small for the federal government (only about 250 to 300 employees), the sense of collegiality is one that characterizes not just the general counsel’s office but the entire agency. Not only do you get to know your own colleagues very well, you also get to know your client very well. In the federal government, it is rare for a lawyer to find him or herself in meetings with the agency head on a regular basis. It is not at all rare at USTR.

It was not easy to leave USTR in 2008. But, the opportunity to work on trade law and policy at the NSC was one I could not let pass. And, I am fortunate to continue to cross paths on an almost daily basis with my former USTR colleagues.
I joined the staff of the National Security Council (NSC) in February 2008, and I stayed there for exactly one year. In February 2009, I left government and returned to private practice, joining the Washington, DC law firm of Crowell & Moring as a partner in the international trade and arbitration practice group.

First, a word on the NSC. For anyone with an interest in the making of foreign policy at the uppermost echelons of the U.S. government, it is a fascinating place to work. In essence, the NSC is like a microcosm of the foreign policy apparatus. It brings together expertise in defense, diplomacy, law enforcement, intelligence, economic policy, etc. Substantively, I covered many of the same trade and investment matters I had covered at USTR, but from a very different perch. Although I was in the NSC at the very end of the Bush Administration, I had the opportunity to deal with a number of critical trade and investment issues. These included the development of new CFIUS regulations, the establishment of a new US-EU cabinet-level forum on economic cooperation, and the development of solutions to address new concerns about safety of imported food and other products. I was very fortunate to have had the opportunity to spend part of my career at the NSC and would strongly recommend it to anyone who has the opportunity.

Following my stint at the NSC, I closed the government chapter of my career and returned to private practice. I joined Crowell & Moring in February 2009. In February 2012, I moved my practice to the law firm of Weil, Gotshal & Manges LLP. My ambition in returning to private practice had been to leverage as much as possible the experience and expertise I had developed during my decade in government. Broadly speaking, my practice has three components. The first component is investment arbitration. Weil has a substantial practice representing clients in both commercial and treaty-based arbitration, and that dovetails nicely with my prior work negotiating free trade agreements as well as representing the U.S. government in WTO dispute settlement. The second component is international trade regulation. This entails advising clients and representing them in U.S. courts and before U.S. administrative agencies in matters arising under U.S. trade laws and regulations. This includes, among other things, CFIUS, U.S. trade remedies laws (antidumping and countervailing duty laws), and U.S. trade preference laws (e.g., the Generalized System of Preferences for developing countries). The third component is trade policy. Again, drawing from my government experience, I represent clients on matters where there is not a clear legal solution but where advocacy with Members of Congress and U.S. government officials may bring about a policy solution.

All in all, I have been pleased with the transition from government to private practice. It is gratifying to find that there is indeed a call in the private sector for the knowledge and skills one acquires in government. Of the three dimensions to my practice mentioned in the previous paragraph, I have focused increasingly in recent years on investment arbitration.

2015
I work as a Foreign Service lawyer for the U.S. Agency for International Development (USAID), Office of General Counsel (GC). Affiliated with the Department of State, USAID is the U.S. government agency that administers official foreign aid programs. USAID was created by President Kennedy in 1961 and currently operates in about 60 countries around the world, with headquarters in Washington, DC. Our programs focus on economic growth, democracy building, health and family planning, education, and humanitarian aid/disaster relief, among other things.

GC employs nearly 100 lawyers, with slightly more than half working in Washington, DC and the rest overseas. Lawyers overseas are in the Foreign Service and most of those working in Washington are in the regular Civil Service. GC has lawyers posted in about 25 countries, with roughly 10 multi-lawyer posts, and the rest single lawyer posts. The USAID “Mission” is usually co-located with the American Embassy.

I am currently serving as the USAID Legal Advisor in Moscow, Russia. Before I arrived in Moscow recently, I served for a year in Baghdad, Iraq. Prior to that I spent four years as Regional Legal Advisor in Budapest, Hungary, where I provided legal services for our aid programs in southeastern Europe (Albania, Bosnia, Bulgaria, Croatia, Kosovo, Macedonia, Montenegro, Romania and Serbia), as well as for Cyprus, and for regional programs managed out of Budapest. Prior to Budapest, I worked in Washington for three years as the Assistant General Counsel for Europe & Eurasia and for Latin America & the Caribbean. Earlier in my career with USAID I served as the Regional Legal Advisor for four years each in Amman, Jordan (also covering USAID programs in West Bank/Gaza, Lebanon and Morocco); Jakarta, Indonesia (also covering our programs in the Philippines, Sri Lanka and the South Pacific); and Mbabane, Swaziland (also covering our programs in Mozambique, Botswana and Lesotho). I joined USAID in 1987 and served in the GC office in Washington for two years before my first posting in Swaziland. Before joining USAID, I worked for Gibson Dunn & Crutcher and Graham & James in Los Angeles.

Most USAID lawyers overseas are regional, covering several countries (three or four is much more typical than the 10 countries I covered out of Budapest, and also more typical than Moscow, where I cover only USAID/Russia programs). We often spend from 15-30% of our time traveling to service our “client missions.” Our “tours” in a post are generally four years, broken up by a two month “home leave” in the middle, and usually an R&R the first and third years (except while in Budapest, where no R&R was deemed necessary). A typical USAID Mission in a country has 10-15 other American staff and 40-70 local staff.

Our basic role as lawyers for USAID is to help in the design and implementation of foreign aid projects, ensuring that this is done in accordance with U.S. law and USAID policy. (Official U.S. foreign aid is heavily regulated, as evident in the fact that USAID employs 100 lawyers.) Some USAID lawyers like to work as “development specialists” as much as lawyers per se, getting deeply involved in the technical and programmatic details of the work. Although USAID Foreign Service lawyers work overseas, we of course only practice U.S. law. We consult with local lawyers when an important matter involving local law comes to us. In a few cases, such as Russia, where local law issues are common, we have a local lawyer on-staff.

As to the work itself, I spend most of my time dealing with USAID policies (perhaps 1/3 of my time), federal statutes or regulations (1/3 of my time), and basic U.S. legal principles (constitutional law, contract, tort, conflicts of interest, privacy rights, etc., for 1/4 of my time). Clear thinking and common
sense often count for as much as specific knowledge of law, given the variety of matters that USAID legal advisors have to deal with. Careful analytic thinking of the type developed in law school and law practice, reading carefully, writing precisely, anticipating problems/spotting issues, advocating for USAID, and negotiating out issues with parties with divergent interests, are central elements of a USAID legal advisor’s job. The USAID lawyer is often the only U.S. Government lawyer at post, though the Department of Justice sometimes posts lawyers overseas for specific matters, and in Baghdad two lawyers from the Department of State were posted (very unusual) as well as several Department of Defense lawyers. The USAID lawyer often acts as legal advisor, advocate and judge (with our clients not always certain which role we’re playing at a given time). This, together with our relative independence from Washington while in the field, gives Foreign Service lawyers considerable autonomy and power-to-influence.

Given the nature of our work, we do not recruit lawyers for the Foreign Service with any specific backgrounds in mind, though a typical recruit graduated from a top law school and comes from a law firm, with at least four years’ experience in transactional/corporate/commercial practice, or occasionally litigation or some other practice or legal field. Below is a sample job announcement statement on qualifications:

“Applicants should have a minimum of four years of experience practicing as a private or government attorney, of which at least one year should be specialized experience working as an attorney with responsibility at a level close to that of this position. Your specialized experience should have given you the particular knowledge, skills, and abilities required to successfully perform in this position. Typically we would find this experience in legal work of a transactionally oriented nature or focus. Prior overseas and/or experience working in an international context and foreign language skills are highly desirable. Corporate transactional and/or government contracts experience is highly desirable as well.”

We rarely recruit directly from law school, and require some practical experience in lawyering, beyond clerkships or academic work. Although overseas lawyers are in the Foreign Service, USAID lawyers, as is true with USAID employees generally, are not tested through the Foreign Service Examination. I would not recommend any particular “preparation” for this job, either in law school or law practice, though we do often look to see if an individual has demonstrated an interest in social/development issues, has good social skills to work with a variety of people, and will thrive living in a developing country environment.

As some examples of work done out of our Budapest office, I provided advice to our Mission in Serbia & Montenegro to prepare them for Montenegro’s new status as a country (e.g., identifying agreements that the new government in Montenegro needed to ratify for the benefit of the USAID program and how to adjust our programs and administrative arrangements to reflect that we would now be dealing with a new “host” government). There were similar issues with Kosovo as its “final status” was determined. Kosovo also benefited from a large infusion of additional aid money, so I advised the USAID/Kosovo Mission regarding how they could prudently plan and administer large projects to spend the additional money effectively. (Contrary to popular conception, USAID rarely simply “gives” money to a host government, but rather programs the aid money for specific projects and disburses the funds itself to project implementers.) We also closed our aid programs in Bulgaria, Croatia and Romania a few years ago, as those countries “graduated” from USAID assistance, having joined the EU, so we had legal questions to deal with regarding project termination, disposition of loan assets from microfinance and enterprise fund projects, ethics issues concerning job hunting and future employment for our local staff, and termination of property leases. The program in Cyprus generated unusual issues because of the fact that our program there focuses primarily on the “North”, which is not a country recognized by the United States, and yet requires coordination with the “South,” which is the official Government of Cyprus (and often hostile to
our programs in the “North”). Our program in Serbia is complicated by numerous legal sanctions against the Government of Serbia because of its unwillingness to cooperate fully with the Hague Tribunal for war crimes in the former Yugoslavia.

Russia also has numerous Russia-specific statutory prohibitions, related to concerns about interference in the sovereignty of other countries in the region, nuclear assistance to Iran, access restrictions to Chechnya for humanitarian relief organizations, and religious and civil society repression in Russia. Our Russia aid program is heavily focused on democracy/governance assistance, in particular grants to Russian non-governmental organizations.

Some advantages of this kind of work compared to a U.S. law practice are: 1) we don’t have to worry about billing hours or attracting clients; 2) there can be great job satisfaction in development work; 3) spending your days with Americans “committed to development” at least at times can be more rewarding than negotiating with other lawyers; 4) although our work is often intense and demanding, we are not usually expected to work nights or weekends, thus having time for family and other activities outside work; 5) living and traveling overseas is stimulating; and 6) although our salaries can’t really compare to a U.S. private practice salary, they’re adequate, and we have good benefits, such as free housing, generous leave (including both local and U.S. holidays, and six weeks home leave in the U.S. every other year), Embassy health units with free and capable medical care, travel costs paid yearly for home leave or R&R, education allowances for our kids, and cost-of-living allowances, among others.

On the downside, this job is not a high profile, wealth-and-status kind of job. Opportunities for promotion within GC are also somewhat limited, at least if you want to remain a Foreign Service lawyer and stay overseas. USAID lawyers overseas are also a bit isolated from the U.S. legal community, which some may consider a disadvantage. Spousal employment can be a challenge overseas. Schooling for children is often excellent, in some cases more comparable to private schooling than public schooling in the United States, but moving around every couple of years can be disruptive for some children (others seem to thrive on it). Living overseas isn’t for everyone, and has its hardships and deprivations, such as tap water you often can’t drink, substandard local medical care, and long distances from family and friends in the United States.

For the right person, though, this job can be as good as they come for a lawyer.

2015

U.S. ENVIRONMENTAL PROTECTION AGENCY, OFFICE OF INTERNATIONAL AFFAIRS, Washington, DC
Christopher C. Herman ’73

For starters, I should say I do policy, not lawyering; then I should add that the policy work I do is more effective because I’ve been a lawyer.

Since 1989 I’ve worked on ‘finance and environment’ policy issues in EPA’s Office of International Affairs. The intersection of finance and environment at the international level is a particularly interesting one. The portfolio includes environmental issues arising from multilateral development bank (World Bank, etc.) investments; environmental governance issues arising as negotiators make rules for international investment, goods and services trade (World Trade Organization); and domestic and global market greening issues (green supply chains, ecolabels, voluntary standards, etc.)
Working in this area means lots of reading (reports), writing (“comments”) and interacting, a.k.a., policy advocacy, at several levels: with colleagues to help shape office policy; with agency counterparts as government policy is shaped by whatever agency has the policy “lead”; occasionally with counterparts in other governments in organizations like the Organization for Economic Cooperation and Development. Some examples: Did the World Bank adequately analyze the downstream impacts of a large dam proposed to be built in Laos to provide power to Thailand? Should the list of environmental goods proposed for tariff reductions in the World Trade Organization include insecticides? Should organic or other labels be considered barriers to trade? Does the notion of expropriation describe when compensation is required for an otherwise legitimate action of government or is it a sanction for illegitimate action?

As it happens, much of this work links to issues of development and poverty reduction—the relation of sound environmental governance to equitable, sustainable economic growth—which, in turn, links back to how environmental and economic change elsewhere will affect, possibly profoundly affect, the U.S. I’ve always felt fortunate to have a role, however small, in this game.

EPA’s Office of International Affairs has about 80 professional and other staff organized into groups that manage environmental cooperation programs involving specific countries, e.g., China or India, and environmental technology initiatives, e.g., lead in gasoline, mercury, or water or do “policy” work involving various international organizations.

Post law-school, I spent six interesting (but my heart was elsewhere) years doing the lower Manhattan law firm thing, then ten years in EPA’s Office of General Counsel with responsibility for aspects of the Clean Air Act, the Atomic Energy Act, and UMTRCA (you don’t really need to know what that means). I’ve migrated around less than most and much less than some; and have fewer toys than many. I wish I could say I’d worked myself out of the job; truth is, however, there’s more than enough work to keep another couple dozen policy-oriented JDs busy.

2015

4. Nongovernmental Organizations

CENTER FOR LEGAL AND SOCIAL STUDIES (EL CENTRO DE ESTUDIOS LEGALES Y SOCIALES) AND THE ASSOCIATION FOR CIVIL RIGHTS (ASOCIACION POR LOS DERECHOS CIVILES), Argentina
Jeremy Robbins ’06

Having spent six months volunteering and traveling in Chile immediately prior to starting law school, I entered law school with Latin America on the mind. I quickly gravitated towards the Linkages Program and befriended many of the Latin American LLMs and JSDs that were studying at Yale during my three years there. I was never certain about whether or not I wanted a career in international law, but I did know that I adored Latin America and wanted to find a way to move back, at least temporarily. The question was just how.

So I met with Jim Silk to discuss how to approach finding a human rights job in Argentina upon graduation. He suggested the Bernstein Fellowship, which funds YLS grads to work on discrete international human rights projects for a year after graduation.

I was unsure of exactly what type of project I would do, but had met several prominent Argentine human rights activists and professors through YLS programs. As my 3L year approached, I reconnected with several of them to discuss projects that could take me to Argentina for the year. At the time, I was very involved in the Prisoner Legal Services Clinic at YLS, so I sought out projects that could combine my
interest in Latin America with my interest in prisoners’ rights work. Activists at two Argentine NGOs showed interest in prison work, so I spent a few months planning prisoners’ rights projects that made sense with each organization. Working with Jim Silk to make sure these projects were realistic in a one year time frame, I put together a project proposal and was accepted for the Bernstein fellowship.

My two projects were in many ways polar opposites. One involved developing a prisoners’ rights project for an Argentine NGO that focused primarily on democracy and access to information issues. The other involved assisting the NGO that was at the forefront of prisoners’ rights work in Argentina and likely all of Latin America. For the former, my daily life was a constant hustle: trying to come up with the next entrepreneurial idea, trying to convince judges and prison officials to grant me access to inmates and prison facilities, trying to find funders to pay for projects. For the latter, the path for the organization was already set and I was just trying to find my own place in it. And for both, the first few months were very difficult. Projects failed for lack of buy-in. I had trouble finding my niche.

But then things slowly began to click. I found book publishers to donate books for a prison library, helped attain funding for a project to strengthen criminal defense, took photos of prison conditions that were published in a human rights report, wrote a white paper on access to prison information, and had an article on Argentine impact litigation accepted for publication in an Argentine political science journal. And I simply adored Argentina.

My biggest takeaway from my year in Argentina was the value of stepping off the path, of thinking creatively of what to accomplish and then taking risks to accomplish it. While I left international human rights work, I use the entrepreneurial skills I developed in Argentina every day in my current role working for New York City Mayor Michael Bloomberg. In many ways, my Bernstein Fellowship helped shape how I approach my career, and I am very grateful to both Yale and the Bernstein family for the opportunity to have such a wonderful and life-altering experience.

EARTHRIGHTS INTERNATIONAL, Washington, DC
Marco Simons ’01

When I applied to law school in the fall of 1997, I had one basic goal: I wanted to litigate human rights cases against multinational corporations. I had graduated from college earlier that year with an environmental science degree and an intense passion for international human rights issues, but without much sense of where that would take me. When I learned about the efforts of a few organizations to bring cases in U.S. courts against corporations involved in human rights and environmental abuses, I decided that I needed a law degree. Yale, with its longstanding emphasis on human rights, was a natural fit.

In law school, I made every effort to take advantage of Yale’s resources to pursue my goals. From my first semester, I was involved in the Lowenstein Project, working with human rights organizations outside the Law School. I also joined the Lowenstein Clinic in my second semester, as soon as I was able. The connections that I made in the Lowenstein Project helped me to secure an internship my first summer with EarthRights International (ERI), in Thailand. ERI was doing the kind of work that I wanted to do: litigating cases against multinational corporations for human rights violations. The internship was unpaid, of course, and so I relied on Summer Public Interest Fellowships for living expenses and a Schell Fellowship for travel expenses.

I continued working with ERI throughout the following school year, and spent a few weeks interning with ERI in its Washington, DC, office during my second summer, before spending the rest of the summer interning with the Capital Habeas Unit of the Federal Defender Association in Philadelphia. At the end of my second summer, I began considering postgraduate opportunities. At that time, federal judicial
clerkships had a nearly two-year lag time between applications and the clerkship year, and so when I
began applying for clerkship positions in the fall of my third year I faced at least a year after graduation
before the clerkship would begin. I also began looking into fellowships for my first postgraduate year.

Having worked with EarthRights International throughout law school, it was natural for me to pursue a
fellowship with that organization. I applied for, and gratefully accepted, a Robert L. Bernstein
International Human Rights Fellowship to work with ERI in Washington, DC, and Thailand. I believe
that my past experience with the organization probably helped my fellowship application. I also was
offered a clerkship with the Honorable Dorothy W. Nelson on the Ninth Circuit Court of Appeals, which
would begin after my fellowship year.

During my fellowship year, I continued working on human rights litigation as well as other projects. I
knew that, even after my clerkship year, ERI probably would not be able to hire me, so I took the
opportunity to make connections with other groups that ERI works with: human rights organizations,
environmental organizations, and private law firms that work on human rights and environmental cases.
The fellowship was a fantastic experience.

I then moved on to the clerkship, in Pasadena, California. This was also a great experience, constantly
intellectually stimulating. In my view, however, although a clerkship is a good addition to any education
or career path, it is certainly not essential and probably did not make that much difference to my
subsequent career opportunities. I would not trade my clerkship year for anything, but I probably would
have continued on the same path even without it.

When I left my clerkship, I had no job lined up. (Earlier in the year I had been reassured that no Judge
Nelson clerk had ever left the clerkship without a job, so perhaps I was the first.) Most of my fellow
clerks moved on to law firms, often accepting offers that had been extended before they started their
clerkships. Throughout the spring and summer of my clerkship, I took a more relaxed attitude—I
reasoned that, outside the large law firm hiring process, most employers do not hire employees years or
even months in advance, but hire people when they need them, so I did not feel the need to have a job
waiting for me. After my clerkship, I talked with Hadsell & Stormer, a small plaintiffs’ firm in Pasadena
which was co-counseling several cases with EarthRights International, and began work with them not
long after.

I spent most of the next year and a half with Hadsell & Stormer, working mostly on human rights cases
but also on civil rights and employment litigation. I found that this was valuable experience; even though
the firm was working on some of the same cases as ERI, the private lawyers did more of the discovery,
deposition and trial work while ERI’s lawyers focused more on legal issues, so I developed experience in
different areas of litigation. (I also took one detour during this period, spending three months volunteering
full-time for one of my law school classmate’s congressional campaign. Although not directly related to
my subsequent career path, this was a fascinating and rewarding experience, and I would encourage
anyone to get involved in public service and electoral politics when possible.)

In the spring of 2005, EarthRights International was able to expand its legal program, and I was offered
my current position as ERI’s Legal Director in Washington, DC. This was a natural progression for me,
returning to an organization that I had worked for and worked with for several years. I currently oversee
eight full- and part-time staff in three countries, as well as legal fellows and interns, and work on human
rights and environmental litigation as well as other legal projects.

It is undoubtedly difficult to find jobs in international human rights law, but I found that a demonstrated
commitment to a particular area of law or a particular organization is very important. Breaking into the
field can be difficult, so it is critical to start early—you can always go from a public interest job to a law
firm, but it is much more difficult to transition to a human rights job if you spent your time in law school and your postgraduate years working for law firms (especially defense-side firms). Summer positions, clinical experience, and law school student activities, in addition to being great ways to develop lawyering skills, can all help to demonstrate a commitment to human rights or any other public interest field. They can also help make connections with potential employers.

Even if it is not possible to find a human rights job immediately out of law school, having already shown a commitment to this work and keeping in touch with relevant organization will greatly increase the chances of getting the ideal job in the future. And if you aren't able to work full-time in your chosen field, keep a hand in it somehow—volunteer or do pro bono work to keep your skills sharp and demonstrate that you continue to be committed to public interest work.

2015

EUROPEAN COURT OF HUMAN RIGHTS, Strasbourg, France
Clare Ryan ’13
Robina Fellow

Although my path to a “human rights career” has not exactly been direct thus far, my experience might be of particular interest to those of you who are drawn to the research, writing, and teaching side of human rights, rather than in field work or advocacy (although I have done some direct service work in both the U.S. and Europe).

Before coming to law school, I had already lived in France on two separate occasions, so I was comfortable with the language and the professional culture. During college, and again during my 1L summer, I worked for human rights NGOs in Paris that focused on immigration cases. Through these experiences I learned the specialized French legal vocabulary that is so useful to the work that I do now, although much of my current work is in English.

During law school, I spent a significant amount of my time as a TA and an RA. I was a Coker Fellow, as well as a Teaching Fellow for the Yale Department of Political Science. So it was through these teaching and research assistantships that I got connected into the kind of human rights work that really interests me — international institutions. Working as a research assistant on issues pertaining to comparative law and the European Court of Human Rights (ECtHR), and then spending six weeks at the ECtHR over my 1L summer confirmed for me that this was the kind of work I wanted to do — or write and teach about. As a Student Editor for the Global Constitutionalism Seminar, my 2L summer I traveled to the Hague where I was able to see how judges from many national and supranational courts thought and talked about their role as judges applying human rights law.

After graduation I took a one—year Visiting Assistant Professor position in the undergraduate Political Science Department at Macalester College. I mostly taught U.S. law, but I also had the chance to develop my own seminar on European law, which focused on supranational institutions like the Court of Justice of the European Union and the European Court of Human Rights. Sharing with my students the unique (and totally non-American) approach that these courts bring to individual rights was one of the most fascinating parts of my job. It can be so easy, especially during law school, to begin to think of rights and the role of courts in a purely U.S. —centric way; having one foot (at least) in Europe has allowed me to keep constantly questioning the American approach.

Since my 1L summer, I knew that I wanted to come back to the ECtHR and dig a little deeper into the work than what I had done during a six-week summer internship. This year (2014-2015) has been extraordinarily rich. My fellowship is primarily a clerkship and research-based experience. In an average week, I spend about half of my time working for Judge Andras Sajo (Hungary) and the rest of my time for the Research and Library Division in the Department of the Jurisconsult. I assist Judge Sajo with his
judicial functions and also with his academic projects (articles, books, and conferences). I also participate in the two primary tasks of the Research Division: preparing comparative law reports for specific pending cases and developing practical guides on the Court’s case law.

This year, I have worked on a remarkably diverse array of topics — protections for journalists, end-of-life care, rights of religious minorities, rights of the accused, police violence, public protests, campaign finance, bioethics, and treatment of asylum seekers — to name a few. My tasks have included writing reports on U.S. law, which compare the American approach to those taken in European countries; researching existing ECtHR case law that is applicable to a new legal question; and organizing reports on Council of Europe member states’ legislation and case law. In each of these tasks, I have worked alongside the Court’s registry lawyers, but have also spent a considerable amount of time generating my own written content. I have also had the opportunity to help case-processing lawyers develop judgments (the details of these tasks and questions remain confidential).

When I am not working on pending cases or research reports, I am working on more academic projects. This fall I co-authored an article with Judge Sajo on due process protections in the European Convention on Human Rights and its application to alternative dispute resolution. We also co-authored a chapter for an edited collection, which examines changing judicial and scholarly attitudes to free speech and the Internet. The co-authoring process has given me an opportunity to develop my own skills, while also working directly with a senior scholar. I have learned a great deal about the revision process — sending drafts back-and-forth as new ideas arise — as well as about how to work with publishers and external editors.

In addition to my own tasks, I have also had the opportunity to attend a number of trainings, conferences, and hearings held at the Court. For example, I have participated in sessions on the role of the Court in dealing with structural national violations, the role of the Committee for the Prevention of Torture, and emerging issues in Bioethics under European law.

Several times a month I also attend the Grand Chamber hearings (akin to oral arguments at the U.S. Supreme Court, but without interrupting questions). In early January, for example, I attended oral arguments for the highly publicized case of Vincent Lambert v. France, which addressed the question of whether or not a doctor could terminate treatment for a person in a persistent vegetative state following a traumatic brain injury. Does the right to life (Article 2 of the European Convention on Human Rights) require that a state keep a person alive? Under what circumstances may a person’s artificial hydration and nutrition be removed — knowing that the person will die as a result? What if that person has not left written evidence of his wishes and his family members are divided on what to do? I worked on the preparatory report for this case, provided information on American case law, and assisted with the comparative European research. It was a fascinating experience to watch the oral arguments, which were presented in French by highly skilled French lawyers. More recently, I attended the hearing on Armani da Silva v. The United Kingdom, which addressed the tragic case of mistaken identity which lead to UK police officers shooting a Brazilian man who was commuting to work just after the terrorists attacks on London. The case examined the failure of the British prosecutors to bring charges against any individual officer-involved in the shooting — a situation with obvious resonance for an American given the number of officer involved shootings in the past year.

For the 2015-2016 term, I will return to the U.S. for a clerkship on the Ninth Circuit Court of Appeals. I look forward to jumping back into American law, but I have a constant eye toward returning to the European system (which can be a challenge for a non-EU citizen). I would be delighted to discuss my experience navigating back and forth between the U.S. and abroad. I would also highly encourage anyone who is interested in getting a both a wide and a deep look at human rights law to consider an internship or a fellowship at the ECtHR.

2015
FUND FOR GLOBAL HUMAN RIGHTS; HUMAN RIGHTS WATCH, Washington, DC
Regan Ralph ’91

After a stint working for a Legal Aid office documenting the working conditions of migrant farm workers on the Delmarva Peninsula in the Chesapeake Bay area, I decided to apply to law school. Never before had I seen so few people—three attorneys staffed the office, with the support of a handful of interns and two secretaries—have such a significant impact. As I learned during the summer spent searching for and traipsing through labor camps across three states, the law could be a powerful tool for social change. We documented abysmal living conditions, wage violations, restrictions on personal mobility and threats by crew bosses and farmers against the men and women picking tomatoes and melons and potatoes. The lawyers used this information in complaints to the Department of Labor and lawsuits in federal court that changed the working lives of thousands.

I arrived at Yale Law School with the primary goal of arming myself with the knowledge and skills needed in places where legal activism was a key component of promoting equality, human dignity and justice. My first summer internship at the NAACP Legal Defense and Education Fund (LDEF) provided mentors and invaluable experience in civil rights litigation. At the same time, that was the summer of 1989, when the Supreme Court handed down several decisions restricting the application of civil rights laws. All of the sudden, it seemed that bringing cases to court to pursue and defend people’s rights was a more limited strategy than I had envisioned. The LDEF summer associates often met to talk about alternative ways to challenge discrimination and other barriers to equality and justice. Some advocated community organizing; others, political office. No one talked about human rights and the international human rights framework. My next public interest undertaking, however, turned my attention to the rapidly developing international effort to challenge human rights abuses around the globe.

Thanks to the Lowenstein Human Rights Program at YLS, I started doing research and writing for Human Rights Watch during my second year of law school. My first big project was a survey of discriminatory laws and practices in several North African countries, completed as the organization was preparing to launch a new program on women’s human rights. Along the way, I also learned about the innovative advocacy work being done by women’s human rights activists in these countries. There was something creative and exciting about joining forces across national borders, cultures and other differences to identify shared outrages and aspirations and to mobilize in opposition to women’s secondary status and the terrible toll that it takes on women’s lives and on societies around the world.

A Women’s Law and Public Policy Fellowship allowed me to join Human Rights Watch as a staff attorney after a one-year federal district court clerkship. There I documented violations of women’s human rights—in Bosnia, Turkey, Kuwait—prepared reports making the case that women are protected by international human rights norms, and pressed governments for better behavior and increased protection. My responsibilities ranged from live television interviews, to visiting Turkish prisons, to arguing that the Refugee Convention definition of political persecution should be interpreted to allow the Canadian government to grant asylum to a woman fleeing Saudi Arabia’s discriminatory policies (often violently enforced limiting women’s education, work, and personal freedom). As removed from law school textbooks as these experiences might sound, there were many times that year that I drew from the lessons learned at Yale, especially from the trial practice course and the prison clinic on how to question wily adversaries, how to build compelling and novel legal arguments, and how to gather and interpret evidence.

At the end of the fellowship year, I learned an important lesson about working in non-profits—you have to be willing to take risks and seize unexpected opportunities. That summer, a boutique law firm made me a tempting job offer. Human Rights Watch, on the other hand, could guarantee funding for my position.
for only three months. Both offers were appealing—albeit for different reasons—but I knew that I would be challenged and handed great responsibility as one of the few Human Rights Watch staff members focused on women’s human rights.

Then I spent nine years at Human Rights Watch helping to build and ultimately directing its Women’s Rights Division. My job description changed every few years—from staff attorney to Washington director, to executive director—because women’s human rights issues were attracting unprecedented attention and resources and because the organization was growing and bringing in new staff. I was lucky. As international human rights groups have gained visibility and garnered support, they have evolved into highly professional outfits that hire primarily those with significant academic and experiential credentials. I doubt that I would be hired by a group like Human Rights Watch today with the skills I had in 1992. On the other hand, there are more organizations and thus job opportunities in the international human rights field today. And, there are ways to build toward a career in international human rights work—develop fluency in languages other than English, study or work outside the United States (preferably on human rights issues, but international experience of any kind is better than none), take advantage of fellowships to learn the field and develop relationships with potential colleagues, be a part of the fundraising effort at any organization with which you work or volunteer, and participate in the human rights clinical program.

In 2002, a group of American and European funders asked me to build a new organization—the Fund for Global Human Rights—to deliver resources to human rights groups around the world. The Fund for Global Human Rights is founded on the belief that securing the most basic freedoms for people worldwide requires front-line organizations challenging human rights abuses wherever they occur. To this end, the Fund raises funds and distributes them to human rights organizations in places with great need and minimal access to funding. The Fund acts as a bridge between on-the-ground human rights defenders working in extremely volatile or repressive environments, and donors who have the resources to sustain this critical work. Employing a nimble, strategic approach to grant-making, the Fund provides a cost-efficient way for foundations to deliver resources to small and/or emerging human rights groups. It also offers a point of entry for individual donors to support the global human rights struggle, secure in the knowledge that the screening and administration of grants will be the responsibility of the Fund. The Fund operates currently in six sub-regions of the world, encompassing eighteen countries. Since 2003, the Fund has awarded over $50 million in grants to over 300 on-the-ground human rights groups in Latin America (Guatemala, Mexico, Colombia, Honduras), West Africa (Liberia, Sierra Leone, Guinea), South Asia (Bangladesh, India, Pakistan), North Africa (Morocco, Tunisia, Algeria, Egypt), Southeast Asia (Burma, Thailand, the Philippines) and the African Great Lakes region (Uganda, Burundi and the Democratic Republic of the Congo).

When faced with a visa application or other document demanding to know my profession, I admit to being perplexed. Am I an attorney, the CEO of a public foundation, a human rights activist? My position requires me to be all these things. I manage a growing international staff, raise money to support the organization and its grantees, and develop strategic grant-making programs designed to strengthen human rights movements and improve human rights conditions around the world. There is no typical day in a job like this one. My job includes editing, planning for organizational and programmatic growth, consulting with human rights activists, staying current with human rights developments around the globe, troubleshooting for grantees in crisis, monitoring the Fund’s activities and publications to ensure that they comply with relevant laws and regulations, preparing budgets and income projections, public speaking, and working with an international board of human rights activists and donors to build the organization and the resources that fuel growth. During law school, I never envisioned being in a job quite like this one, but I cannot imagine a greater or more satisfying challenge than launching a new organization that provides an essential tool in the global fight for human rights. The work is demanding, but the hours are flexible when they need to be, and the colleagues are always inspiring.

2015
At times you may feel intimidated, because you are taking a less traditional path than your colleagues or because the jobs you seek are not well recognized among your family or friends. During those hard moments, seek out students and professors in similar positions. It is very likely that they have experienced the same fears and hesitations. But while you can get good advice from mentors, the ultimate decision is yours. At that time, evaluate whether your choice is compatible with your values and convictions. Make sure you are being true to the person you were when you came to law school and the person you aspire to be after you receive your degree. Be ready to pursue your dreams into whatever jobs they may take you. But never take a job from which you will not have the integrity to resign.

During my first year at Yale Law School, Church World Service called me to become Field Director of its relief program in Cambodia. My roommate from Oberlin College was then the organization’s program director in New York and he knew that I had been a Peace Corps Volunteer and had just spent a year in India. I landed in Phnom Penh in June 1980. As I walked through the mass graves and talked with the survivors, I realized that the Khmer Rouge had violated every international humanitarian law on the books, including the Genocide Convention. I had studied with Professor Reisman in law school, and knew that law wasn’t law without authoritative decision, and compliance or enforcement. But the Khmer Rouge had gotten away with mass murder. There was no political will to capture them in Thailand, and no international court to try them.

Such impunity would only allow the Khmer Rouge to plague Cambodia for years to come. But there was a narrow opening for civil justice, the International Court of Justice. The Khmer Rouge no longer controlled Cambodia because of Vietnam’s intervention, so evidence could be gathered against them. If a case were taken against Cambodia to the World Court for violation of the Genocide Convention, the Khmer Rouge would have to respond, because they still held Cambodia’s seat in the United Nations. When I came back to Yale, I founded the Cambodian Genocide Project in order to gather the evidence to make that case possible. I thus began my career in public international law while still a student at Yale Law School. And I found my calling: the prevention and punishment of genocide.

When I started law school, my career objective was to teach international human rights law. Thus, after a judicial clerkship and two fruitless years with a corporate law firm (yes, I too, was seduced,) I became a law professor at Washington and Lee University. Law teaching is a good platform for working on international human rights law because it offers both financial security and freedom. However, demands of teaching and publishing and the location of most schools away from policy-making centers greatly limit the academician’s ability to create institutions or shape policy. I did get the Cambodian Genocide Project sponsored by a Human Rights Committee of the American Bar Association that I chaired and got funding to gather evidence in Cambodia one summer funded by the Law School’s research center and the U.S. Institute of Peace. But when it came to finding a government to take the case to the World Court, those of us working on the case struck out. I learned a crucial lesson: human rights are not lost because of the absence of law, but because of the lack of political will to enforce it. We needed to change the political will of crucial nations, notably the United States, which opposed pursuing the case because it might legitimize the Vietnamese-backed government in Phnom Penh.

A group of us set out to change the political will of the U.S. government. Prof. Ben Kiernan, Dr. Craig Etcheson, and many others formed a coalition called the Campaign to Oppose the Return of the Khmer Rouge, and I co-chaired its Justice Committee, which worked with Senator Robb to pass the Cambodian Genocide Justice Act. That act declared it to be U.S. policy to prosecute the Khmer Rouge leaders and mandated the opening of an Office of Cambodian Genocide Investigations in the State Department. By 1994, I had taken the Foreign Service examination and joined the State Department; I was assigned to the
steering committee for the Office of Cambodian Genocide Investigations. We moved U.S. policy to support creation of a tribunal to try the Khmer Rouge.

Years of work followed, during which I left the State Department, went back into university teaching and became an advisor to the task force appointed by the government of Cambodia to negotiate with the U.N. and create the Extraordinary Chambers in the Courts of Cambodia, popularly known as the Khmer Rouge Tribunal (KRT). Using models from other tribunals, Cambodian legal procedure, and the International Criminal Court, I wrote the first drafts of the Internal Rules of Procedure for the Tribunal. They were revised by judges of the tribunal and became the rules of the KRT. Offices and a large courtroom were built for the KRT, and trials began. Over thirty years after they committed their crimes, the joint United Nations/Cambodian tribunal finally convicted three top Khmer Rouge leaders of crimes against humanity.

The lesson I learned from the Cambodian Genocide Project is that ideas that change the world often take many years and the work of hundreds of people to come to fruition. Never hesitate to plant the seeds. Then ask for help to water them until they take root and are tended by many other people.

I joined the U.S. State Department in 1992 because I wanted to build international human rights institutions. I was fortunate that my assignments allowed me to do that. The Director General of the Foreign Service jumped me several grades to positions of responsibility. Most junior Foreign Service Officers would not have been so lucky. I arrived in Washington after my initial consular assignment (Bangkok) at the end of the Rwandan genocide. The Director General assigned me to be coordinator for U.S. policy for Africa in the United Nations Security Council. I was immediately lent to the U.N. Commission of Experts that investigated the Rwandan genocide, and helped write their report, which recommended establishing the Rwanda Tribunal. Back at the State Department, I then drafted the U.N. Security Council Resolutions that created that tribunal, and became the U.S. liaison and troubleshooter during its difficult start-up. I also initiated and wrote the resolutions that created the Burundi Commission of Inquiry and the U.N. Commission on Arms Flows in Central Africa. These were all institutional contributions to the punishment and prevention of genocide.

It became clear, however, that more lasting institutions are necessary to prevent genocide. What is needed is creation of an effective early warning system for the U.N. Security Council, standing regional or U.N. rapid deployment forces that can intervene to stop genocide, and an International Criminal Court. The U.S. government stood opposed to a U.N. force and to the International Criminal Court. I left the State Department to become coordinator of the Washington Working Group on the International Criminal Court. We built a coalition of human rights, legal, veterans, and religious organizations that successfully lobbied the Clinton administration to sign the ICC treaty. President George W. Bush promptly unsigned it. The U.S. is increasingly cooperating with the ICC. However, the ICC still lacks a police force, which should be created by an Optional Protocol to the ICC Treaty.

In 1998, I founded Genocide Watch in order to build an international coalition of groups to fight genocide. At the Hague Appeal for Peace in 1999, The International Campaign to End Genocide was founded with Genocide Watch as its coordinator. Since then the Alliance Against Genocide, as it is now called, has grown to 50 member organizations around the world, including such heavyweights as The International Crisis Group, the Minority Rights Group, Survival International, and the Aegis Trust. We proposed and lobbied successfully for the creation of the position of Special Adviser to the U.N. Secretary General on the Prevention of Genocide. We have campaigned to stop or prevent many genocidal situations from becoming worse, including East Timor where we were instrumental in getting intervention; Ethiopia, where we prevented further genocide against the Anuak people, and many other behind the scenes campaigns.
I returned to academia to earn my living as the James Farmer Professor in Human Rights at the University of Mary Washington in Fredericksburg, Virginia. In 2007, I became President of the International Association of Genocide Scholars. In 2009, I became Research Professor in Genocide Studies and Prevention at George Mason University’s School for Conflict Analysis and Resolution in Arlington, Virginia.

Genocide Watch is now launching several new initiatives, including an effort to get genocide education adopted in secondary schools around the world. Genocide Watch has formally affiliated with the School for Conflict Analysis and Resolution of George Mason University, giving it a permanent home and meeting place for the Alliance Against Genocide. We have drafted an Optional Protocol to the Genocide Convention, which reasserts the authority of the U.N. General Assembly and Regional Organizations to take action to prevent genocide. The U.N. Special Adviser has been supportive of this effort. George Mason University is seeking funding to establish a Masters and Ph.D. program in Genocide Studies and Prevention, in which Genocide Watch will play a vital role. I hope to turn Genocide Watch’s work over to the new generation that has built international criminal law into the profession it has now become.

I have this advice for those considering the calling of international law: never underestimate your own ideas. The world is governed by people with smaller ideas than your own. Yours may change the world.

2015

HUMAN RIGHTS WATCH, New York, NY
Kenneth Roth ’80

In the eyes of most people, I am no longer a practicing lawyer. I rarely litigate a case, advise a client, or craft a deal. Yet, in my view, my job as executive director of Human Rights Watch, the international monitoring and advocacy organization, involves me deeply in the practice of law. Admittedly, I operate in a very different domain from a traditional courtroom lawyer, but my professional life today has many parallels to my earlier practice as a litigator and prosecutor.

Human Rights Watch combats human rights violations in some 90 countries worldwide. We conduct on-site investigations of abuses, expose them to public scrutiny, and generate economic, diplomatic, and public pressure to curtail them. Different as these steps may sound, each corresponds to a stage of litigation. We collect the facts of a case, although this is more likely to be done by interviewing witnesses in repressive societies or abusive war zones than by conducting depositions or requesting documents. We analyze those facts under applicable law, although our briefs tend to be published reports, and the law is usually found in international treaties rather than domestic statute books. And we engage in oral argument, although our courtroom is typically a press conference, congressional hearing, or U.N. conference room, and our jury is the court of public opinion.

Indeed, as law schools are only beginning to realize, the human rights movement has developed a new legal method, but one that does not rely upon the courts. When there is an independent judiciary and the rule of law, traditional litigation works well enough to protect basic rights. But in most countries where Human Rights Watch works, there is no adequately functioning judicial system. The human rights movement thus has had to develop an extrajudicial method to protect rights. By stigmatizing abusive governments in the press, and convincing other influential governments to withhold certain forms of aid or trade benefits, we exert pressure on the executive and legislative branches of abusive governments to curtail their human rights transgressions.

Compliance with this pressure-based approach is hardly as sure-fire as the response to a judicial order in a democracy, but this methodology is often quite effective in mitigating human rights violations.
Of course, there are important differences between my “litigation” and that of most practitioners. It is not enough for me to convince a particular judge or jury of the merits of my case; I must move an entire government. Often that means figuring out how the press will cover an issue, how the public will react, and how other influential governments and institutions will respond. Instead of looking to the law books for precedents, I must look to the past conduct of governments and international organizations. In conducting an investigation, the usual difficulty of communicating with witnesses is only compounded by cultural and linguistic divides. And the frustrations of dealing with an obstructionist adversary in classic litigation cannot compare with—to cite just a few of my experiences—being tailed by a dozen surveillance agents through the streets of Havana, detained at gunpoint by an army patrol on a remote hillside in Rwanda, or ducking gunfire by Haitian troops in Port-au-Prince.

Some parts of my job are also similar to the non-courtroom aspects of a traditional legal practice. Like a senior partner at a law firm, I must ensure that my staff is well trained and meets high standards of performance, and that the organization is well managed. I even have to worry about “rainmaking,” but instead of drumming up business I need to raise the organization’s $75 million annual budget—a task which, to my surprise, I often enjoy, because of the accomplished and intelligent people I meet in the process, and the sense of fulfillment I secure from building an effective organization.

Like many people who move into management positions, I sometimes long for the days when I could be on the front line of my profession, rather than sending others to do the most exciting work. When I started at Human Rights Watch 25 years ago, I regularly undertook investigations myself. It was exhilarating to enter a repressive country, outfox the government as it sought to keep me away from key sources of information, and meet the remarkably courageous and dedicated people who lead local human rights or democratic movements. I conducted investigations in such places as Kuwait just after the Gulf War; Cambodia and Albania, as their closed and secretive regimes were beginning to open up; Haiti, El Salvador and Guatemala in the midst of armed conflict or civil strife; Rwanda after the genocide; and many more.

Today, as the growing professionalism of the human rights movement demands lengthier investigations, and as my responsibilities at headquarters in New York make it increasingly difficult to get away for long periods, I find myself involved in fewer investigations. More often, I travel to hold press conferences, to meet with government officials, or (necessary task that it is) to raise money. But this representational role also has its share of rewards and challenges.

People often ask me how I got started in the human rights field. I point to various formative aspects of my life. One was certainly my father, whose stories of growing up in and fleeing Nazi Germany left me with a keen appreciation of the evil that governments can cause and the importance of building a strong legal system for protecting human rights as a restraint against such atrocities. My international orientation came in part from having lived briefly abroad and in part because I came of age at a time when many of the biggest domestic civil rights battles seemed to have been waged and won, while the international human rights movement was in its infancy, with many of the big battles still to be fought. But above all, as a child of the 1960s, I sought a profession that accorded with my basic values and would allow me to do something in which I believe. I thus feel tremendously fortunate to have found a job that fits so perfectly with my values, that consistently challenges me intellectually and personally, and that leaves me feeling that work is a natural extension of my life and aspirations rather than a necessary diversion.

Still, it was hardly easy getting into the human rights field, let alone into my current position. I owe a lot to lucky breaks, though there was a certain calculation behind the luck. My first stab was hardly auspicious: each of my three years at Yale Law School I tried to sign up for the one human rights course offered, and each year it was canceled. I thus left law school without any formal human rights training.
I didn’t let this daunt me, though. One of the first things I did upon finishing a federal judicial clerkship and joining the New York law firm of Paul, Weiss, Rifkind, Wharton & Garrison was to begin volunteering to do human rights work on a pro bono basis. My first task was simply representing a young Haitian man seeking asylum. That got my foot in the door. When martial law broke out in Poland several months later, I was handed the task, still as a volunteer, of monitoring and reporting on human rights conditions. I continued following events in Poland, traveled there, and wrote a major report about it, as I left Paul, Weiss for the U.S. Attorney’s Office for the Southern District of New York. Serving as a prosecutor and ultimately chief criminal appellate attorney in the Southern District (I also had a brief stint in Washington on the Iran-Contra investigation), my human rights work took up many evenings and weekends. But I hardly looked at this as a sacrifice, because the work so thoroughly captivated me.

However, the human rights movement was small at the time, and job prospects were poor. It wasn’t until nearly seven years into my legal career that I received a phone call asking whether I might be interested in applying for the new position of deputy director that was opening up at Human Rights Watch. This offer would never have come my way had I simply applied cold from the outside. But by volunteering and staying involved, I became known within the human rights movement and, perhaps most important, my judgment and skills came to be trusted.

 Needless to say, I grabbed the opportunity, although many of my colleagues at the U.S. Attorney’s Office, as they moved to partnerships in major law firms, were skeptical. There certainly was some risk involved: Human Rights Watch was a tiny organization at the time, and while it kindly offered to match my salary at the U.S. Attorney’s Office, this was considerably less than I could have been making at a law firm. But instinctively I felt that the job would be right for me, and I was far more excited about it than about following the more traditional career paths of my colleagues.

Today, after more than two decades at Human Rights Watch, I still have not seen anything else that I would rather be doing. It is a privilege to be able to choose my cause rather than having it dictated by random clients. It is endlessly challenging to provide the intellectual leadership for figuring out how to keep human rights issues alive in the public’s consciousness while outwitting governments and their many excuses for violating human rights. And it is deeply satisfying knowing that I am making a difference—that without the vigilance of Human Rights Watch, without the pressure that we generate governments worldwide would indulge far more often their temptation to violate human rights.

I suspect that I also obtain many of the same satisfactions from my job as a business leader does from running a thriving company. In the 21 years that I have headed the organization, I have watched it grow more than ten-fold in size and become a truly global organization. As the organization expands—it now has more than 400 employees—I take pride in attracting a stunningly talented and dedicated staff, including an influx each year of some of the top students from this country’s major law schools, and in helping to create an environment that is intellectually alive and a fertile ground for innovation and professional growth.

How does one enter the human rights field today? It isn’t easy, but there are more opportunities than when I started. With the range of internships now offered by major law schools, it is often possible to spend a summer or semester working overseas for a local human rights group. Learning foreign languages, spending time in the developing world, and honing investigative and writing skills can help set a job applicant apart from others. Human Rights Watch also offers unpaid summer internships as well as one-year, paid fellowships for recent law school graduates. The fellowships enable recipients to work as full-time members of our staff, with their own investigative, advocacy and writing responsibilities. Many of these fellows go on to join the organization’s permanent staff. Obtaining a job at Human Rights Watch still isn’t easy—indeed, the competition can be intense—but as the movement grows in importance and
size, career opportunities do exist for increasing numbers. Much as I found when I got started, the best route is simply to find a way, as a volunteer, intern or otherwise, to begin doing the work.

2015
OPEN SOCIETY INSTITUTE; AMNESTY INTERNATIONAL; SENATE FOREIGN POLICY AIDE; STATE DEPARTMENT; PRACTICING ATTORNEY, Washington, DC
Stephen A. Rickard ’83

I grew up in a Methodist parsonage and internalized as my personal motto the biblical admonition that “Faith without works is dead.” I saw law as a powerful tool for advancing the cause of freedom and building a better world. After graduating from a small liberal arts college in Michigan (Adrian) with a degree in English and Political Science, I enrolled in Yale Law School and subsequently was also admitted to Princeton’s Woodrow Wilson School where I obtained a masters degree in Public Affairs concurrently with my law degree. I had always planned to go to law school, but wanted a school that had a reputation for being interdisciplinary and open to joint degrees. I was thrilled to be accepted at Yale.

At YLS I participated in the Moot Court competition and served on the Moot Court Board, was a Jessup team member and an editor on the International Law journal. My YLS course load tilted heavily toward international law (International Law, International Business Transactions, World Public Order, Law of War, Socialist Legal Systems, Human Rights Law, plus one Yale political science grad school course for law credit). Because YLS gave me course-credit for one semester at the Wilson School, I was at the Law School for only five semesters. As a result, my non-international law coursework was light and oriented toward my anticipated litigation career (Civil Procedure II, Antitrust, and Business Law). It made taking the bar a bit tough, but I studied hard during the bar review course and did fine.

If you had asked me as I entered law school to list the least likely places that I would begin my career upon graduation, a Wall Street law firm would have been high on the list. Nonetheless, my first business card read White & Case, 14 Wall Street. Students should realize that law school is a powerful mixing bowl. It’s hard to know where you’ll end up, no matter what you think going into school.

I decided to begin my career at a major firm on the well-worn theory that it was easier to start there, pay off debts and then move to a policy or public interest career than the reverse. I looked for a firm with three qualities: 1) a strong commitment to pro bono work, 2) a strong litigation practice, and 3) a strong international practice. I went to White & Case in New York and never regretted that decision. I helped manage the firm’s pro bono practice and became actively involved in supporting Legal Aid. I co-authored two major human rights reports pro bono on the firm’s time and engaged in numerous other pro bono activities. I also did very interesting international litigation and arbitration work, spending most of one year in the firm’s Stockholm office and worked on arbitrations in Stockholm and Paris. A major disadvantage to working at White & Case, however, was that the cases I worked on were mostly very large and therefore the amount of responsibility I had was less than if I was handling matters on my own. When I left after six years I had some courtroom experience, but not much and certainly not as much as I would have liked.

But I got good training, had fun (although working very long hours), paid off my debts and then—and this is the most important point in the narrative—I left. Big firm litigation is a fine career for those who want it. I’m not critical of those in firms in the least, but it wasn’t what I set out to do with my life. Many who felt the same way never left: —inertia, golden handcuffs, never found the right alternative, whatever. It is something to consider long and hard before proceeding down the “start at a big firm” path if you really don’t want to end up there.
One important difference between my situation and those of students today is that I owed a lot less money (about $25,000 total for law and undergrad) than the typical law graduate today. Moreover, most of my debt was in the form of very low-interest government-supported student loans that were still available then. I paid off my debts and built a nest egg pretty quickly which made it easier to leave. Today’s students have a much heavier debt burden. Of course, starting salaries are also much higher now, too. I started at $45,000 if I recall correctly, although salaries shot up around my fourth year.

It was also quite important and helpful that I maintained a pretty modest lifestyle during my time at the firm, living in a tiny, pretty grungy apartment in Hoboken and driving a beat up Ford Granada with the paint peeling off. When I left the firm I actually moved into a nicer apartment. I took a significant pay cut, but it didn’t feel like it. If you think you want to work at a firm for a while and then leave, I strongly urge you to avoid the “golden handcuffs.”

From White & Case I was extremely fortunate to be able to land a job as Senator Moynihan’s senior foreign policy aide in Washington. This happened largely through a Wilson School connection. My law background was initially a problem in landing the job because—the office usually looked for someone with a PhD for the foreign policy position. In the long run, however, it was very helpful for a variety of reasons. Moynihan had a profound respect for the law and appreciated having staff members with legal training. It was useful in considering legislation and in having a framework to understand how the legal profession would attempt to implement it.

I spent five years in the Senate, then two years as senior advisor for South Asian Affairs at the Department of State (essentially a deputy assistant secretary for those familiar with these titles). At State I worked on a wide variety of issues, but took a particular lead on economic and “global” issues, including human rights and the environment. Again, legal training was helpful because there were a number of laws (for instance the Pressler Amendment) that had significant implications for our work. I ended up spending a lot of time working with the Legal Adviser’s office.

When I left the government, I joined Amnesty International U.S.A. where I worked for four years as Washington director and where my responsibility was essentially to try to make U.S. foreign policy more human rights friendly. I supervised a staff of eight people and subsequently developed a number of programs designed to help Amnesty members and the general public be more effective in influencing their elected officials. After leaving Amnesty, I did a variety of work with human rights NGOs, including the RFK Center for Human Rights. For a time I was essentially a solo practitioner working on human rights and international justice issues. I created a small NGO called the Freedom Investment Project with the purpose of improving the human rights performance of the Department of State.

At the moment I am the Washington Director for the Open Society Institute (OSI) and Executive Director of the Open Society Policy Center (OSPC). OSI is a major philanthropic organization created by George Soros to further his efforts to promote open societies around the world. It has a substantial grant making budget, conducts public education and advocacy and also operates programs on various topics around the world. OSPC is a 501(c)(4) organization that lobbies the United States government to promote better policies on human rights, public health and other issues.

A couple of career points concerning human rights and NGOs in general that might not be obvious to the student. First, getting good jobs in this field is highly competitive—more so than getting firm jobs. Salaries can also be pretty low. I took a six-figure pay cut leaving White and Case. Although I’ve worked myself back up and as a manager of a substantial staff am paid very well, no one should expect to make more than a fraction of what they would make in a major firm if they pursue public interest work. But it’s more than enough to get by, send my kids to college, etc. I’ve learned that two skills that make one both more employable and in a better position to command a decent salary are the ability to manage an office
and a staff and the ability to raise money. These are far more scarce skills than being smart, being hard working or having a law degree.

Second, the jobs are hard and often frustrating. You lose a lot of battles. You also have many more battles with NGO colleagues than you might expect. People in these fields are generally very collegial, but they are also very passionate about the issues. The “it’s just business” attitude of some firm work is quite different than a screaming match with someone who thinks you are “selling out” torture victims. Third, if you think you want to work in this field, get your foot in the door. Start by getting internships or doing projects with well-respected NGOs. Today, most job applicants have pretty impressive experience and/or connections with NGOs. Language skills are becoming increasingly important (I say this ruefully as a typical unilingual American). The days when a talented fourth-year associate with stellar academic credentials but no human rights experience whatsoever might be able to land a serious human rights job are pretty much over. NGOs can choose now from among candidates with similar academic backgrounds and regional studies experience, with relevant NGO internships, or substantial academic or clinical work specifically in the human rights field. Besides, there is still no substitute for the telephone call from an NGO colleague who knows and has worked with an applicant and vouches for their abilities, professionalism, and collegiality.

2015
B. Student Interns

1. United Nations

INTERNATIONAL CRIMINAL TRIBUNAL FOR THE FORMER YUGOSLAVIA (ICTY),
Special Court for Sierra Leone, The Hague, Netherlands
Anonymous, ’10

I knew before coming to law school that I wanted to pursue an academic career. That remains the case. However, I think it is important that academics have some experience with the practical workings of their field of study. Moreover, I wanted to use the opportunity provided by law school summers to sample some alternatives to academic work. The related fields of international human rights law, international humanitarian law, and international criminal law are the areas of law most interesting to me. Therefore, given my twin motives of gaining practical experience in my field of academic study and sampling the most plausible alternative career path, internships in public interest law seemed the obvious choice.

At the time, I was particularly interested in international criminal law. I looked at the websites of various international courts and tribunals and consulted with Jim Silk and some students in the years above who had worked in the area. I learned that one needs to apply far in advance, one needs a writing sample (preferably legal), and one needs recommendations. All of the necessary information is available online, but those with experience of the process can provide useful application tips.

My work in the two summers was very different. In the first, I worked in the President's Office of the ICTY. The President is an appellate judge who also (together with the Prosecutor) represents the court to the outside world (e.g. the Security Council). In the second summer, I worked for the judges of Trial Chamber II of the SCSL.

The major projects I worked on at the ICTY were:

- Drafting a controversial proposed addition to the Tribunal’s Rules of Evidence and Procedure (which at the ICTY are created and amended by the judges) and drafting the memorandum supporting and explaining the amendment. This became an extended project as multiple iterations of the rule and the memo were presented to the Rules Committee over a period of months due to various concerns and objections from judges with very different opinions from each other on the appropriate scope of the Tribunal’s mandate.
- Preparing legal memoranda on a range of issues of interest to the President in his capacity as the principle decision-maker of the Tribunal with respect to its interactions with the various domestic courts of the states of the former Yugoslavia. In some cases this involved an examination of domestic law in the relevant states (including, for example, Croatia and BiH).
- Drafting judicial decisions for a variety of interlocutory appeals on which the President was the presiding judge and preparing legal memoranda in order to better inform the judicial bench of the issues at stake in particular decisions.
- Drafting presidential orders on issues such as provisional release, the assignment and re-assignment of cases to specific trial chambers, the composition of judicial benches for all appeals hearings (interlocutory and full appeals).
- Drafting speeches and lectures given by the President in his executive capacity.
- Drafting press releases from the president’s office regarding various issues to do with the Tribunal.
- Preparing summaries of key jurisprudential developments in recent ICTY case law to be sent to the ICJ as part of a cooperation initiative between the courts.
At the SCSL, I worked on the case of Prosecutor v. Charles Ghankay Taylor. Mr. Taylor was on the stand for the entire summer. Most witnesses are on the stand for a much shorter period, so one would ordinarily see the evidence of multiple witnesses during a summer internship for a trial judge. I wrote memoranda on legal issues before the court, mapped evidence onto the legal theory of the case, summarized and analyzed the testimony of the Accused, and drafted decisions.

Going to court and watching witness testimony is exciting and one learns a lot about the events being examined. For me personally, however, working for an appellate judge was more interesting, because it involved more legal research and analysis. That said, I enjoyed both of my summers very much and would recommend either internship.

Summer 2008, 2009

UNITED NATIONS, POLITICAL AFFAIRS DEPARTMENT, EUROPE & AMERICAS DIVISION, New York, NY

Christina Andersen ’09

My internship at United Nations headquarters in New York was with the Political Affairs Department, Europe & Americas Division. I worked on the Europe side of the division, and focused on political developments in Eastern Europe. The most high profile Europe-related political developments for the United Nations at the time were the final status of Kosovo and the corresponding fate of the U.N. Mission in Kosovo; instability in the breakaway regions in the Caucuses; and the G-8 Summit.

I received my internship with the United Nations by applying directly through the website www.unjobs.org. While it is true that the most common way to find a position with the United Nations is through networking or personal connections, the Internship Programme at headquarters seemed to have been strictly drawn from the online application process. The application is due by the end of January, and I was notified in early March, with a two-week period in which to accept or decline the offer. The Internship Programme brings over 100 interns to headquarters to work in various departments. It makes for a kind of instant community within headquarters, which is quite large and has many staff members coming and going between missions and other U.N. positions abroad. Interns inform each other about interesting events or conferences organized by their departments. Interns truly come from all over the globe, but most of them were pursuing graduate degrees at an English or French-speaking university in the West. English is the dominant language, although French can be quite helpful.

Day-to-day work as a Political Officer varies depending on one’s “desk assignment”—the country or countries one covers. For Western European countries, much of the work involves drafting talking points, speeches, press releases, and letters on the Secretary-General’s behalf to world leaders. Most of the issues discussed are of global significance in which the U.N. plays a largely symbolic or coordinating role, such as climate change; however, lobbying world leaders to support a U.N. peacekeeping mission in Darfur was a significant part of the Secretary-General’s interactions with Western Europe in the summer of 2007. Diplomatic relations is a smaller part of the portfolio of an Eastern European desk officer, who spends more time reading up on the latest political developments, staying in contact with U.N. staff in their areas of responsibility, and fielding the many mini-crises that arise in the various frozen conflicts. A Political Officer does a lot of “intelligence” work among the delegates to the U.N., in order to get an inside view into member states’ positions on issues coming up in the Security Council. I did a lot of drafting of briefing papers and talking points, and wrote a strategy paper discussing the U.N.’s potential role in the Black Sea region. Besides providing the Secretary-General with political background and analysis, Political Affairs sees itself as a kind of early warning system for the Peacekeeping Department: providing the information and analysis to the Secretary-General and the Secretariat needed to spot, and hopefully defuse, nascent threats to international peace and security.
A perk of working at headquarters is being able to sit in on Security Council sessions. I attended the session in which the resolution authorizing peacekeepers in Darfur was approved. I saw the ICTY prosecutor, Carla Del Ponte, give an update on the status of the tribunal’s war crime prosecutions. Being an intern at headquarters gives a great sense of the size and scope of the organization, including all of its potentials and shortcomings. I got a much better sense of how the U.N. and the Secretary-General fit into international politics, and how the U.N. can best play a productive role on the world stage. Although I often felt I could have been given more work to do, the experience was valuable and enlightening, and I would recommend the Internship Programme to other students.

Summer 2007

2. Intergovernmental/Foreign Government Settings

EUROPEAN COURT OF HUMAN RIGHTS, Strasbourg, France
Peter Tzeng ’16

The European Court of Human Rights is the “supreme court” for human rights cases in the 47 Member States of the Council of Europe. It has the power to reverse the judgments of the highest courts of all 47 Member States regarding the rights protected in the European Convention on Human Rights. In the summer of 2014, I worked as a law clerk for Judge András Sajó, the Hungarian judge on the Court. In this capacity, I conducted research on the bioethics of in vitro fertilization under Article 8 of the Convention and the protection of property under Article 1 of Protocol No. 1 to the Convention. I also worked for the Court’s Case-law and Information Publications Division. In this capacity, I wrote legal summaries for new Grand Chamber and Chamber cases, and conducted case-law research on the prohibition of discrimination under Article 14 of the Convention.

The Lithuanian advocate stood up before the Grand Chamber of seventeen judges. He began speaking. It was horrendous. His English was unintelligible. His points were unclear. He was unprepared. And his client, who had been convicted of genocide, was notably absent. Across the aisle, the Government of Lithuania had hired Professor William Schabas, the leading expert on international criminal law, to eloquently explain to the tribunal in his native English tongue why systematic massacres of political groups constitute genocide. No matter whose position is legally correct, I thought, the Government deserves to win.

The judges were in deliberations for seven straight hours after the hearing. The following day, I had the chance to ask a judge about the case. The judges had disagreed on many aspects of the case, but they all agreed on a few things: (1) the Lithuanian advocate had intensively studied English just for this case; (2) his client could not afford an attorney who was at least half proficient in English; (3) his client could not afford to attend the hearing; and (4) the judges should consider various arguments that the Lithuanian advocate should have made (but did not).

In other words, the oral arguments were practically meaningless. The judges planned to consider arguments that the Lithuanian advocate did not mention, and Professor Schabas’s eloquence would not sway the judges. What was the point of the oral arguments to begin with?

Although the Court operates like a common law system jurisprudentially, in oral arguments it operates like a civil law system. The attorneys for each party are allowed to read off their script for twenty minutes without interruption. During my time at the Court, I saw a judge interrupt an attorney’s presentation only once, and he did so to ask that the attorney speak slower for the sake of the interpreters. Judges only ask substantive questions at the end of the arguments, and both parties are given twenty minutes to prepare answers.
While watching hearings at the Court, I sometimes longed for the dramatic common law approach where
the judges interrupt the attorneys with questions, and the attorneys consequently must come up with a
sharp and responsive answer in seconds. Only through this method, I thought, can one truly discover the
strengths and weaknesses of a party’s argumentation.

But my peers disagreed. Upon discussing this issue with many of my fellow European interns, they
expressed their support for the civil law system. It may be impressive to see an advocate respond to a
judge’s question in a split second, but, they opined, the American emphasis on eloquence naturally
overshadows the merits of legal arguments, ultimately prejudicing litigants who cannot afford a more
eloquent advocate. Who should win: the party that sounds right, or the party that’s actually right?

So maybe the Government didn’t deserve to win. I came to realize that the American emphasis on oral
advocacy ingrained an inherent bias in me in favor of attorneys who have better presentation and oral
argumentation skills. Spending six weeks at the European Court of Human Rights opened my eyes to a
different sort of advocacy, and a different perspective on how justice is to be delivered. In light of this
experience, as I shape my future career trajectory, I hope to keep my mind open to systems of justice that
are different from that of the United States.

Summer 2014

JUDICIARY OF HONG KONG, Hong Kong
Alyssa King ’12

I thoroughly enjoyed my summer working for Mr. Justice Stock, V.P., of the Court of Appeal for the
High Court. The work was similar to a judicial internship that one might have at an appellate court in the
United States. It was probably more similar to state than to federal court in the size of the territory
covered and variety of cases that we would see. My job as intern (called a “marshall”) was to write bench
memos in preparation for arguments and to do research for decisions that my judge was authoring. We
would also attend the oral arguments. Judge Stock is a wonderful judge to work for because he truly
values your input and gives substantive assignments from the very beginning of the summer.

The work itself is perfect for a student comfortable with comparative legal research. Most of my work
involved Hong Kong law, which is really not so different from U.S. law. Hong Kong is a common law
system with adversary procedure. You need to learn which treatises to use and how to handle precedent in
a very new territory, but that is all quite doable. Working in Hong Kong gave me a sense of being part of
the common law world that I think is missing in most American settings.

The process of getting the job was very informal. We went through Jaime Horsley, at the Yale China Law
Center, who had a contact in the judiciary. She sent the resumes in January, and the judges choose who
they wanted. We then could accept or decline the offer. The quality of the summer varies significantly
based on the judge you are assigned to. Some judges know how to use law student interns effectively.
Others do not. Most Hong Kong or English students will be younger than you as law is an undergraduate
degree and they are not all capable of doing the work a Yale Law student does. Since my time there,
Hong Kong has started to use Judicial Assistants, who have a job description similar to law clerks in U.S.
federal court. This might alter your role as a marshall somewhat, but you should still expect plenty of
interaction with your judge. Mr. Justice Stock is retiring in June 2014, so, unfortunately you won’t get the
chance to work with him. However, there are many other great judges to work for.

My final advice to anyone considering the internship is to get to know Hong Kong and China. Read Yash
Ghai’s Hong Kong’s New Constitutional Order, still the best book on the subject. Get a multi-entry visa
and leave time for visits up North. Try to meet Hong Kong law students and barristers, as well as PRC
students and lawyers. You will be happiest if you get to know the local legal community. It is a fascinating one to be a part of, and one small enough that you can form connections in a summer. You just might find yourself going back.

Summer 2010

MINISTRY OF HEALTH AND SOCIAL WELFARE, Liberia
Karen Kudelko ’10

International public interest work was the main reason I went to law school, and Yale’s Kirby Simon Fellowship program was one of the main reasons I chose Yale. I knew that I would be able to get the international experience I was searching for in my very first summer of law school. In college, I had worked at a Liberian refugee camp in Ghana, and knew I wanted to find work in Liberia in law school. I spoke with some people I’d met because I worked at the camp in Ghana, and soon found out that Liberia’s Ministry of Health and Social Welfare (MoHSW) was in the process of putting together an Office of Legal Counsel and needed help.

I touched base with the administrative head of the MoHSW, spoke with the Minister himself, and sought advice on living in Liberia from people I’d met in Ghana, current students at Yale, and friends of friends who lived or were living in Liberia. Finally, I applied for the Kirby Simon Fellowship.

The internship provided me with excellent international law experience. Upon arrival, we soon realized that the Office of Legal Counsel consisted at the time of me and another law student who also received a Kirby Simon, so the Ministry’s legal work fell to us.

We reviewed the ministry’s contracts and memoranda of understanding when they were up for renewal, made visits to regional hospitals around the country with inspection teams, headed up a committee to investigate the country’s adoption process, and drafted a new adoption law after much research and many long meetings. We even attended a legislative hearing on the new adoption law. The internship was overwhelming at times and we worked very hard because we were given so much responsibility, but it was that sort of impactful, hands-on experience that I had been looking for.

When looking for an international public interest job, I’d make sure to ask about what specific projects you will be working on before you arrive. This can be difficult, but organizations low on staff can very easily welcome someone offering free legal work, but may not always think through what specific tasks you can do for them. It is important to make sure you won’t arrive to sit and read a novel all day (something I heard other students at other Ministries in Liberia experienced). Make sure you have not only specific projects, but someone to directly supervise and organize your work.

I’d also recommend going with a friend. As it turned out, another law student had the same interests as I did, so I invited him to join me at the Ministry that summer. Going through the process with a buddy was certainly a comfort in such a foreign place. Next, do not be afraid to email or call friends or friends of friends to get advice about living in that specific place. People are often willing to talk about their experience, good or bad, and give some great advice not found in travel books or the State Department website. Finally, I’d recommend branching out while you are at your internship. I reached out to the Liberian Bar Association, the Association of Female Liberian Lawyers, and even other ex-pats working for other Ministries, the State Department, or other international organizations. Your summer can be an excellent chance to fully explore another culture, and network with other people who have similar interests. Really diving in will make it that much more rewarding.

Summer 2012
STATE COURT OF BOSNIA AND HERZEGOVINA, Sarajevo, Bosnia
Laurie Ball Cooper ’10 (Joint Degree)

My summer internship at the State Court of Bosnia and Herzegovina (BiH) offered an array of diverse professional and educational experiences. The Court is a unique institution in that it is an organ of the state of BiH, but it draws upon a combination of national and foreign personnel. The Court began functioning in 2005 and is responsible for trying middle and lower level war crimes suspects, including both individuals transferred to the Court from the International Criminal Tribunal for the Former Yugoslavia (ICTY) and individuals indicted on the basis of BiH State investigations.

I worked in the Special Department for War Crimes directly with the team responsible for prosecutions related to the Srebrenica massacres. My immediate supervisors were both foreign, but we worked closely with national prosecutors who are also members of our team and with the State Investigations and Protection Agency, responsible for field investigations.

My work included a great deal of court observation time. In addition, I worked on two ongoing trials which resulted from domestic investigations. One trial entered the Defense phase soon after I began work, while the Prosecution was still in the process of presenting its case-in-chief in the other case during my internship. My work for these trials primarily included assisting with witness preparation and responding to defense appeals regarding the custody of the accused.

I spent much of my time working on a new transfer from the ICTY, including modifying the ICTY indictment to comply with BiH laws, preparing witness and exhibit lists to submit with the indictment, and processing new information from the BiH domestic investigation related to the crimes alleged in the indictment. Working on the transfer case provided a fascinating glimpse into the relationship between the State Court of BiH and the ICTY.

In addition to my own concrete tasks during the summer internship, I was also exposed to various components of the trial process and the development of this institution through my conversations with the prosecutors. The work was dynamic and exposed me to both legal and policy issues.

Summer 2007

SUPREME COURT OF ISRAEL, Jerusalem
Gabriel Rosenberg ’09

Last summer, I worked as a foreign law intern to President Aharon Barak of the Supreme Court of Israel. I decided to pursue a foreign law internship for several reasons. First, I felt viewing the American legal system from an outsider’s perspective would help me understand it better. Second, my first year at Yale made me interested in understanding how courts work, and the opportunity to work in a country’s highest court was too good to pass up. Third, I felt that I could better appreciate the recent American judicial tension between freedom and security through the experience of a country that has dealt with the issue for more than 50 years. Finally, I enjoy living abroad and had always wanted to live in Israel.

Legal staff working for the Supreme Court justices fall into one of three categories. Legal assistants are the most senior, full attorneys, and work full time at the court for a number of years. Clerks are, as in the United States, recent law graduates and generally work at the court for a year. Foreign law interns are either law students or professional attorneys who some justices choose to offer unpaid positions to for varying amounts of time; this is where American law students fit in. The Kirby Simon Summer Fellowships, offered through the Schell Center, makes it possible for YLS students to take on this unpaid position.
The job of a foreign law clerk is to help the legal assistants, clerks, and justices research and understand the law of jurisdictions outside Israel. Often, a case will come up in Israel law for which foreign law may be instructive. A foreign law clerk will then be asked to prepare a memo on what other relevant jurisdictions (usually the United States for American law students) have to say on the issue. The justices then can use this memo in analyzing the case under consideration.

The primary skill needed for this job, therefore, is legal research ability. Most research can be done on Lexis or Westlaw, though occasional recourse to textbooks may be necessary. In this sense, the day-to-day job is not much different from what other students have told me they did at U.S. Attorneys Offices, DOJ offices, and the like. Knowledge of Hebrew is not necessary. In general, the work I was given involved relatively long-term deadlines; I was never given an assignment due the same or next day.

While the Court can be a hectic and stressful place, the atmosphere for foreign clerks is very relaxed. The foreign clerks work together in library, away from some of the pressure of the chambers. The legal assistants were very aware that we were on summer vacation, and encouraged us to enjoy our time in Israel. This relaxed atmosphere made the summer feel like a working vacation and a break from the daily grind of school.

At the time I applied, there was no formal application for a foreign law internship at the Israeli Supreme Court. This has since changed; there is an application available on the Court’s website. In my case, a YLS professor proved instrumental in getting me the summer job.

In sum, the Supreme Court of Israel is an incredibly interesting place for a YLS student to work for the summer. The work is not overbearing, and understanding how a court operates in a place with many problems is helpful in understanding the function of the judicial system in our own country.

Summer 2007

3. United States Government

U.S. DEPARTMENT OF TREASURY, OFFICE OF FOREIGN ASSET CONTROL, Washington, DC
Abbas Ravjani ’09

I was a summer law clerk at the Chief Counsel for the Office of Foreign Assets Control (OFAC) in the Department of the Treasury. As a student interested in national security, OFAC was the perfect place to be working on cutting edge issues that play an important role in our foreign policy. OFAC is responsible for administering United States sanctions programs, including our embargo on Cuba, and it also works on the terrorist finance problem. Lawyers are routinely major contributors both within Treasury and at inter-agency meetings. It is not uncommon for OFAC issues to be on the radar screen at the highest levels of national security policy.

The day-to-day life of an Attorney-Advisor within the counsel’s office can be a hodgepodge of different activities. The main job of the attorneys is serving as the legal advisor to the client, the OFAC policy staff. Most decisions the policy staff make are run through the office and usually a lawyer has a seat at the table during meetings. Lawyers are rarely involved in litigating cases and traditional legal writing is the exception. However, legal skills are put to the test as attorneys are often asked for interpretations on regulations and Executive Orders.

Despite only a year of law school under my belt, I was treated like every other Attorney-Advisor within OFAC and was assigned my own portfolio and set of issues. In my summer experience, I was paired closely with another attorney who served as my mentor for the summer. In addition to having a small
portfolio for which I was responsible, I was also assigned more ‘traditional’ legal memoranda assignments on issues facing the office.

To get a summer law clerk position at OFAC, security clearance is necessary. The office rarely takes on summer clerks; however, if you can get in, it’s a great place to see a government agency in action. I truly enjoyed my experience at OFAC. The attorneys are generally younger associates who have migrated from the private sector and are all top-notch. If interested in a full-time position, a summer position is a good starting point, but in the private sector, working on sanctions and export control issues would make you an attractive candidate. I would highly recommend someone taking a position here.

Summer 2007

4. Nongovernmental Organizations

CENTRO DE LOS DERECHOS DEL MIGRANTE (CDM), MEXICO CITY, MEXICO
Elizabeth Wilkins ’13

I would certainly recommend working at CDM to any future law student. I had an excellent experience and felt that I grew substantially from the summer.

Going into this summer, I had a few key objectives. On a skills level, I hoped to improve my Spanish and learn something about U.S. employment and labor law. On an emotional level, I felt it was important for me to visit the communities that migrants come from and understand something about their lives and what makes them choose to leave those homes. I feel that I got all this and more from my summer.

In terms of language skills, I felt that the experience stretched my boundaries without being overly difficult and preventing me from doing useful work. All staff meetings were conducted in Spanish, all outreach trips were primarily in Spanish, and any interaction with a Mexican colleague was always in Spanish. However, conversations with our supervisor about legal matters were generally conducted in English, and our day often consisted of a significant amount of legal research and writing in English. I found that this was a good mix, and I am sure that our supervisor would have been open to more or less Spanish had we so needed or desired.

I loved the work interaction and work experience at CDM. It is a small nonprofit, and has all of the communication difficulties of such an organization. However, interns were mostly spared from whatever organizational difficulties CDM may have had. More relevant to our experience, our supervisor was extremely available and dedicated to giving us a good summer experience. Given that there was only one lawyer, we really did constitute the legal team and legal brain of the organization. Our supervisor met with us frequently, talked frankly about strategic decisions and listened to our opinions. He always spent considerable time answering all of our questions about legal issues and how to move forward on various projects for the organization. Given this relationship, any lack of substantive knowledge on the key legal areas we dealt with (state and federal employment law, special protections for migrant workers, state contract law, workers’ compensation) was not a barrier to being a productive addition to the team. [This specific supervisor has since left the organization].

By far the best part of the experience was traveling around Mexico doing client outreach. The organization makes it a priority to make sure that all interns have a chance to do some outreach, and our supervisor was a real advocate in making sure that we were included on some of the most interesting work done around Mexico. These trips were a huge addition to my Spanish practice. They were also an opportunity to learn client interviewing skills and to wade into issues about lawyers ethics and how as a lawyer to interact with individuals considering or in the middle of litigation. In addition, this provided space for valuable conversations with individuals about their personal migration experiences, their
perspectives on the U.S. immigration system, and their current decisions about work and family. Some of
these conversations are moments I will carry with me for a long time.

I recognize that many people have a fear about going to Mexico at this particular time. When I went,
Mexico City, where CDM is headquartered, was perfectly safe. It required only the precautions that one
would take any large city around the world. I lived in a particularly safe neighborhood, Condesa, and
never felt unsafe. The city itself is fantastic, full of life and culture while remaining easy to navigate and
manage. Given the amount of travel that we did for work, I felt that I didn't get the chance to get to know
the city as well as I would have liked, but I would not have changed that part of the experience. The one
major thing that I would have done differently would have been to live with Mexicans or at least Spanish-
speaking individuals and not the other interns at the organization in order to create a more immersive
language experience. And finally, this summer was somewhat unique in that the organization had just
moved from their longtime home in Zacatecas and so was in the middle of a transitional phase. This
meant that we were slow to start up new projects and to dive into real casework. But I would imagine that
that would not be a problem for future interns.

Summer 2011

HUMAN RIGHTS WATCH, Brussels
Laurie Ball Cooper '10 (Joint Degree)

I began law school already decided upon a career in human rights and focused on anti-torture work and
the former Yugoslav region. Prior to law school, I lived and worked in Bosnia and Herzegovina for two
years working for a local non-governmental organization. At Yale, I have participated in the legal
services clinics, as well as the Lowenstein Project and the YLS Assistance to the Extraordinary Chambers
of the Courts of Cambodia project. I interned with the State Prosecutor’s Special Department for War
Crimes in Bosnia and Herzegovina during the summer of 2007. During the summer of 2008, I wanted to
combine my interest in the former Yugoslav region with working with an international human rights
organization. Having long admired Human Rights Watch’s (HRW’s) work, I contacted their Europe and
Central Asia Division in search of an internship for the summer and was offered one following an
interview.

As an intern with the Western Balkans Researcher at HRW in Brussels, I conducted primary and
secondary research about human rights in the former Yugoslav region. I assisted with follow-up research
for a forthcoming special report, including frequent phone calls with officials on the ground. I monitored
the local and regional media outlets for human rights developments and was in regular contact with
journalists and human rights defenders in the region. I drafted HRW’s submissions for the European
Commission’s Progress Reports on countries in the region and participated in advocacy meetings related
to those submissions. I also participated in meetings related to the European Union’s Law and Justice
(EULEX) mission to Kosovo and drafted HRW’s submission to the Human Rights Council for the
Universal Periodic Review of Serbia.

My internship offered the opportunity to learn how HRW functions on a day-to-day basis, especially with
respect to publishing reports and press releases. I was able to function in partnership with the Western
Balkans researcher, and I had great fun doing the work. I learned a tremendous amount about human
rights fact-finding and advocacy, and there was never a dull moment.

An internship with a smaller Human Rights Watch office results in less exposure to the work of other
divisions of the organization than an internship with the New York headquarters office might. However,
even in a smaller office there were four programs and constant activity focused on EU advocacy. HRW
also does it best to enable interns abroad to participate in events, including intern brownbag lunches, via telephone or teleconference. I chose my internship specifically because of my interest in both HRW and the Balkans, and for me it was the right choice.

**Summer 2008**

**INTERNATIONAL CENTER FOR TRANSITIONAL JUSTICE, Cape Town, South Africa**

Andrew Iliff ’11

Working in the field of transitional justice, I had been interested in the work of the ICTJ for several years. The organization had set the tone of transitional justice discourse, but 2008 was the beginning of a movement away from centralized, technocratic processes of healing towards more grassroots-directed interventions, making it an interesting time to work at the organization.

I worked at the Cape Town office for four weeks. I think this was just barely long enough to participate meaningfully and learn something about the organization’s work and philosophy, but only because I was extensively familiar with both the work and the Zimbabwean situation, and thus was able to dive right into preparatory work for a country assessment visit.

I wrote a memo analyzing the transitional justice challenges presented by the current situation in Zimbabwe, in preparation for an assessment visit. I wrote a memo analyzing the political and legal challenges presented by the proposal for a US Commission to investigate torture and torture policy. I also evaluated applications for an ICTJ conference, and assisted with planning the conference.

There has since been considerable turnover in the Cape Town office, but I remain in touch with my supervisors at other organizations, and reach out to them for research and career advice.

**Summer 2008**

**SOUTH ASIAN HUMAN RIGHTS DOCUMENTATION CENTRE, New Delhi, India**

Gabriel Rauterberg ’09

The South Asia Human Rights Documentation Centre (SAHRDC) is an NGO devoted to investigating, documenting and disseminating information on human rights abuses in Southeast Asia. The office of SAHRDC is in New Delhi, India. Having decided to spend my 1L summer doing public interest work, I surveyed the range of options available and their fit with my interests. SAHRDC provides an opportunity to experience international human rights work firsthand within the context of an established human rights organization. India was also of particular interest to me, since I had family there and had heard much of Delhi while growing up. After speaking to former interns who spoke highly of their experience with the organization, I applied.

The work at SAHRDC largely involves preparing reports on different human rights issues, including arbitrary arrests, torture and extrajudicial killings. Research is done through legal databases, search engines and SAHRDC’s extensive library of human rights-related materials. This environment was in line with my expectations based on discussions with previous interns. The initiative was left to the individual, supplemented with supervision by the permanent staff. The work is reminiscent of academic research, involving analyzing a variety of sources in order to build a coherent argument on human rights themes.

Because most of the work involves the nations of Southeast Asia, research provides an eye-opening perspective on legal systems drastically different from that of America. For instance, SAHRDC has published a variety of documents on the human rights situation for refugees in India. Research for such publications would entail an in-depth study of Indian refugee law, relevant international instruments, as well as the social and political contexts in which the flight of refugees is situated. Working at SAHRDC
thus helps build a knowledge-base regarding other legal systems, which can present an illuminating addition to a legal education focused predominantly on domestic law.

The general living situation and the fascinating society of Delhi make for an engrossing summer. The other interns are largely from American, Canadian or Australian universities and law schools and provide a collegial atmosphere conducive to effective research and an enjoyable out-of-work experience. Delhi is full of interesting activities and inexpensive transportation allows for travel to a variety of locations outside the city. SAHRDC itself provides an excellent opportunity to experience legal research in the area of international human rights and would be a valuable experience for anyone interested in a career in the field.

*Summer 2007*

**WORKERS RIGHTS CONSORTIUM, Dhaka, Bangladesh**

Mary Yanik ’14

I had a great experience working with the Worker Rights Consortium this summer in Bangladesh. The local staff member was very nice, always helpful and responsive to my interests. I think that my experience was somewhat unique because I had a relationship with the investigator in Dhaka and the nonprofit headquarters in DC from many years of working together before law school. I am not sure that a student that was not as familiar with the organization and had never been to Dhaka before would enjoy it. I know there have been other legal interns for the WRC in Dhaka, but I think it would be very challenging.

Dhaka is a difficult place to live, so I think students should think twice about it before they come. I think that Bangladeshis are wonderfully friendly, particularly if you know a bit of Bengali so you can communicate more easily, and very helpful to foreigners. But, Bangladesh is a very poor country and so many everyday tasks are much harder than they would be in the U.S. or even most other countries in Asia. Bangladesh is also a Muslim country, so I think it is very important to be culturally sensitive to this and wear local dress. Some other foreigners that I interacted with found this uncomfortable and felt that they were always being stared at, but I did not mind it and I don’t think it’s a problem as long as you know what to expect when you go.

My work consisted of developing and administering a survey on working conditions for garment workers. The local investigator was always with me when we were talking with workers, and he largely administered the survey because of the language barrier. I also met with local community and union leaders. At some of these meetings, the local investigator came with me and helped me communicate because some of them spoke no English. At others, I went by myself. I felt that this work was important and like I was able to contribute, although it was definitely challenging because I am far from fluent in Bengali and there were many barriers to communication. It also took a while to set up the interviews and get started with the work, so that I was a little bit frustrated in the first few weeks that I was there. If I were to do a similar project again, I would put more effort into trying to figure out exactly what I would be doing and make a work plan before going to Dhaka.

While this was far from a typical legal internship, I think I learned a lot and was able to do good work. It was a challenging environment, and I think would be difficult for someone who had not been to Dhaka before or had not worked with this organization. I think Bangladesh is a great country with a lot of problems and so a lot of opportunity for really interesting work.

As part of my work, I met with many garment workers to ask them about labor conditions. My background is in labor organizing, so it was challenging for me to work in an environment where there is very little real worker organizing and limited union activity. I struggled for the first few interviews because the workers are not used to talking about their working conditions and are relatively shy. It’s
Appendix A

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# Public Interest and Government Employers of Current YLS Students
## Summers 2014 and 2015

## 1. Federal Government

### Department of Justice
Washington, DC

**Antitrust Division**

Christine Monahan '16  
Inho Mun '17

**Civil Division**

**Appellate Section**

Tamar Holoshitz '16  
Rebecca Lee '16  
Dila Mignouna '16  
Joel Ramirez '17  
Joshua Revesz '17  
Zayn Siddique '16  
Alice Xiang '17

**Torts Branch**

Hilary Albrecht '16

**Civil Rights Division**

Rhea Fernandes '17  
Sarah Golabek-Goldman '16  
Emmanuel Hampton '16  
Seguin Strohmeier '16  
Jennifer Yun '16

**Educational Opportunities Section**

Noah Bokat-Lindell '16  
William Stone '17

**Criminal Division**

**Appellate Section**

Berit Fitzsimmons '16

**Human Rights & Special Prosecutions Section**

Ruth Montiel '16

**Office of Enforcement Operations**

Gregory Kimak '17

### Public Integrity Section

*Elliott Lynn* '17  
*Jake Struebing* '17

**Environment & Natural Resources Division**

San Francisco, CA  
*Emily Rush* '16

**National Security Division**

*Megan Braun* '16

**Office of Legal Policy**

*Kathryn Wynbrandt* '16

**Tax Division**

*Tanya Kapoor* '16

**Appellate Section**

*David Berke* '17

**Department of State**

**Office of the Legal Adviser**

Washington, DC  
*Megan Braun* '16

**Department of Treasury**

**Office of the General Counsel**

Washington, DC  
*Karen Li* '16

**Environmental Protection Agency**

**Office of Enforcement & Compliance Assurance**

Washington, DC  
*Dwight Pope* '16

### Executive Office of the President
Washington, DC

**Domestic Policy Council**

*Kathryn Jones* '16  
*Allison Tjemeland* '17

**National Economic Council**

*Ariel Dobkin* '17

**Office of Management & Budget**

Office of the General Counsel  
*David Christie* '16

**Federal Communications Commission**

Washington, DC  
*Mikhail Guttentag* '17

**Federal Election Commission**

Washington, DC  
*Alexander Holtzman* '16

**Federal Trade Commission**

Bureau of Competition  
*Jie Min* '16

**Food & Drug Administration**

Silver Spring, MD  
*William Hudson* '17
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<tr>
<th>State or District</th>
<th>City</th>
<th>Attorneys</th>
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<tr>
<td><strong>Securities &amp; Exchange Commission</strong></td>
<td>Washington, DC</td>
<td>Helen Diagama '17, Emily Rosenberg '16, Thomas Wilson '17</td>
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<td><strong>Senate Committee on Health, Education, Labor &amp; Pensions</strong></td>
<td>Washington, DC</td>
<td>Marina Romani '16, Danielle Abada '17, Aaron Levine '17</td>
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<td><strong>U.S. Attorneys</strong></td>
<td>Los Angeles, CA (CDCA)</td>
<td>Christopher Lee '16</td>
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<td><strong>District of Connecticut</strong></td>
<td>New Haven, CT</td>
<td>Kathryn Loomis '16, Lisa Wang '17, Chana Zuckier '17</td>
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<td><strong>Illinois</strong></td>
<td>Chicago, IL (NDIL)</td>
<td>Nathan Nash '17</td>
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<td>Raymond Verboncoeur '17</td>
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<td>Charles Bridge '16, Aurelia Chaudhury '16</td>
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<td>Brooklyn, NY (EDNY)</td>
<td>Jaclyn Delligatti '16, Grace Heusner '16</td>
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<td>Alexandria, VA (EDVA)</td>
<td>Anna Mohan '17</td>
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<td><strong>U.S. Army JAG Corps</strong></td>
<td>Ft. Belvoir, VA</td>
<td>Daniel Rendleman '17</td>
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<td><strong>State and Local Government</strong></td>
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<td><strong>Attorneys General</strong></td>
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<tr>
<td><strong>Northern District of California</strong></td>
<td>San Francisco, CA</td>
<td>Paul Joo '17</td>
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<tr>
<td><strong>Colorado</strong></td>
<td>Denver, CO</td>
<td>Daniel Rauch '16</td>
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<tr>
<td><strong>Missouri</strong></td>
<td>Jefferson City, MO</td>
<td>Matthew Ampleman '17</td>
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<td><strong>New York State</strong></td>
<td>New York, NY</td>
<td>Sarah Burack '17, Jonathan Endean '16, Jesselyn Friley '16, Lynsey Gaudioso '17, Joseph Jampel '17, Katherine Munyan '17, Aaron Nathan '16, Leo O'Toole '17, Jacobus van der Ven '17</td>
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<tr>
<td><strong>Virginia</strong></td>
<td>Richmond, VA</td>
<td>Joseph Samuels '17</td>
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<td><strong>Solicitors General</strong></td>
<td>Atlanta, GA</td>
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<td><strong>Georgia</strong></td>
<td>Charleston, WV</td>
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<tr>
<td><strong>West Virginia</strong></td>
<td>Charleston, WV</td>
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</table>
3. Public Interest Organizations

**ACLU**
Connecticut
Hartford, CT
Olivia Horton '17
Jonas Wang '16

**Massachusetts**
Boston, MA
Amanda Lynch '16

**New York**
New York, NY
Reginald Betts '16
Daniel Hessel '16
Emma Roth '17
Rachel Tuchman '17

**Criminal Law Reform Project**
Diana Li '17
Rachel Shur '17

**Immigrants’ Rights Project**
Kathryn Huddleston '16
Claire Simonich '16

**Racial Justice Program**
Mekela Panditharatne '16

**Reproductive Freedom Project**
Elizabeth Deutsch '16

**Michigan**
Detroit, MI
Monika Kothari '16

**Becket Fund for Religious Liberty**
Washington, DC
Jacob Miller '16
Christopher Pagliarella '16

**Berkeley Law School Human Rights Center**
Berkeley, CA
Rebecca Wexler '16

**Bronx Defenders**
Olevia Boykin '17
Allison Frankel '17
Avinash Samarth '16

**California Appellate Project**
San Francisco, CA
Alexander Schultz '17

**California Rural Legal Assistance Foundation**
Sacramento, CA
Claire Simonich '16

**Campaign Legal Center**
Washington, DC
Sophie Chau '16

**Center for Constitutional Rights**
New York, NY
Jordan Cohen '17

**Center for Popular Democracy**
Brooklyn, NY
Ashley Ingram '17
Beetzly Kiernan '16
Jane Shim '16

**Children’s Law Center**
Washington, DC
Marissa Medine '17

**Children’s Rights**
New York, NY
Bo-Shan Xiang '16

**Community Legal Services**
Philadelphia, PA
Rory Coursey '17

**The Constitution Project**
Washington, DC
Ajay Ravichandran '16

**The Door**
New York, NY
Erin Baldwin '17
Earthjustice
Juneau, AK
Dena Adler ’16

Washington, DC
Keith Jamieson ’16

Bozeman, MT
Rebecca Loomis ’16

New York, NY
Melissa Legge ’16

Environmental Defense Fund
Washington, DC
Joanna Dafoe ’17

Equal Rights Advocates
San Francisco, CA
Alexandra Brodsky ’16

Federal Reserve Bank of New York
New York, NY
Carmen Lu ’16

Immigrant Defense Project
New York, NY
John Giammatteo ’17

Innocence Project of Florida
Tallahassee, FL
William Fay ’16

Institute for Justice
Arlington, VA
Brian Richman ’16
Loren Oumarova ’17

Jerome N. Frank Legal Services Organization
Yale Law School
New Haven, CT

Community Economic Development Clinic
Lena Bae ’17 (President’s Public Service Fellowship)
Blake Emerson ’17
Julia Knight ’17

Landlord-Tenant
Clinic/Mortgage Foreclosure
Litigation Clinic
Andrew Kau ’16

Legal Services for Immigrant Communities
William Holste ’17

Veterans Legal Services Clinic
Yunsieg Kim ’16

Worker & Immigrant Rights Advocacy Clinic
Adam Martinez ’17 (President’s Public Service Fellowship)

Lambda Legal
New York, NY
Andrew Walchuk ’16

Lawyers’ Committee for Civil Rights Under Law
Washington, DC
Alexa Milton ’16
Octavia Unger ’17
Sarah Weiner ’17

Legal Aid Society
New York, NY
Jade Chong-Smith ’16
Jennifer Yun ’16

Criminal Appeals Bureau
Jessica Tsang ’16

Immigration Law Unit
My Khanh Ngo ’17

Legal Aid Society Employment Law Center
San Francisco, CA
Alexander Brodsky ’16
Andrea Levien ’17
Claire Simonich ’16

Legal Assistance Foundation
Chicago, IL
Swapna Reddy ’16

Make the Road by Walking
New York, NY
Diane De Gramont ’17

National Health Law Program
Washington, DC
Christine Monahan ’16

National Immigrant Justice Center
Chicago, IL
Swapna Reddy ’16

National Women’s Law Center
Washington, DC
Hana Bajramovic ’16
Rebecca Ojserkis ’17
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<tr>
<th>Organization</th>
<th>City, State</th>
<th>Intern</th>
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<tr>
<td>Native American Rights Fund</td>
<td>Boulder, CO</td>
<td>Kathryn Jones '16</td>
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<td>Natural Resources Defense Council</td>
<td>Washington, DC</td>
<td>Juliana Brint '17</td>
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<tr>
<td>New York Civil Liberties Union</td>
<td>New York, NY</td>
<td>Scout Katovich '17, Ethan Wong '17</td>
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<td>New York Legal Assistance Group</td>
<td>New York, NY</td>
<td>Brian Highsmith '17</td>
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<td>NextGen Climate America</td>
<td>San Francisco, CA</td>
<td>Jackson Salovaara '17</td>
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<td>Orleans Public Defenders</td>
<td>New Orleans, LA</td>
<td>Cassandra Crockett '17</td>
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<td>Planned Parenthood Federation of America</td>
<td>Washington, DC</td>
<td>Elizabeth Dervan '17</td>
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<td>Public Citizen</td>
<td>Washington, DC</td>
<td>Zain Rizvi '17</td>
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<tr>
<td>Public Counsel Law Center</td>
<td>Los Angeles, CA</td>
<td>Christine Kwon '17</td>
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<tr>
<td>Public Interest Law Project</td>
<td>Oakland, CA</td>
<td>Rachel Wilf '17</td>
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<tr>
<td>Public International Law &amp; Policy Group</td>
<td>Washington, DC</td>
<td>Claire Kim '17</td>
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<tr>
<td>Sierra Club</td>
<td>Washington, DC</td>
<td>Hillary Aidun '17</td>
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<tr>
<td>Southern Center for Human Rights</td>
<td>Atlanta, GA</td>
<td>Michelle Cho '16</td>
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<td>Southern Poverty Law Center</td>
<td>Atlanta, GA</td>
<td>Julia Solorzano '16</td>
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<td>Texas Civil Rights Project</td>
<td>Austin, TX</td>
<td>Oluwatosis Agbabiaka '16, Heather Wong '17</td>
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<tr>
<td>Transgender Legal Defense &amp; Education Fund</td>
<td>New York, NY</td>
<td>Jonathan Vogeler '16</td>
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<tr>
<td>United Nations Internship Program</td>
<td>New York, NY</td>
<td>Denisha Bacchus '17</td>
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<td>Urban Justice Center Community Development Project</td>
<td>New York, NY</td>
<td>Charles Du '17</td>
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<tr>
<td>Wikimedia Foundation</td>
<td>San Francisco, CA</td>
<td>Alexandra Perloff-Giles '17</td>
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<tr>
<td>World Bank</td>
<td>Washington, DC</td>
<td>Benjamin Sweeney '16, Alexios Shaw '17</td>
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<tr>
<td>Office of Suspension &amp; Disbarment</td>
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<td>James Mandilk '17</td>
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### 4. Public Defenders

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<thead>
<tr>
<th>Office</th>
<th>Location</th>
<th>Graduate Year</th>
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<tbody>
<tr>
<td>Committee for Public Counsel Services-</td>
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<tr>
<td>Public Defender of Massachusetts</td>
<td>Boston, MA</td>
<td>Taylor Henley '17</td>
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<td>Federal Defenders of New York</td>
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<tr>
<td>New York</td>
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<tr>
<td></td>
<td>Tyler Hill '16</td>
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<td></td>
<td>Victoria Pasqualli '17</td>
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<tr>
<td>King County Department of Public Defense</td>
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<tr>
<td>Seattle, WA</td>
<td>Corey Guilmette '16</td>
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<tr>
<td>Miami-Dade County Public Defender</td>
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<tr>
<td>Miami, FL</td>
<td>Conchita Cruz '16</td>
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<tr>
<td>Office of the Public Defender</td>
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<tr>
<td>Federal</td>
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<tr>
<td>Central District of California</td>
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<tr>
<td>Los Angeles, CA</td>
<td></td>
<td></td>
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<tr>
<td>Tashiana Hudson '17</td>
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<td>Orleans Public Defenders</td>
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<td>Service for the District of Columbia</td>
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<tr>
<td>New Orleans, LA</td>
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<td>Brian Czarnecki '16</td>
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<tr>
<td>District of Connecticut</td>
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<td>New Haven, CT</td>
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<td>Michael Clemente '16</td>
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<tr>
<td>King County Department of Public Defense</td>
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<td>Baltimore, MD</td>
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<td>Kimberly Jackson '17</td>
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<tr>
<td>Eastern District of Virginia</td>
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<tr>
<td>Marian Messing '17</td>
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### 5. Public Interest Law Firms

<table>
<thead>
<tr>
<th>Name</th>
<th>Location</th>
<th>Graduate Year</th>
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<tbody>
<tr>
<td>Cohen Milstein Sellers &amp; Toll</td>
<td>Washington, DC</td>
<td>Nicholas Gerschman '16</td>
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<tr>
<td>Gupta Beck</td>
<td>Washington, DC</td>
<td>Lina Khan '17</td>
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<tr>
<td>Mehri &amp; Skalet</td>
<td>Washington, DC</td>
<td>Christine Monahan '16</td>
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<tr>
<td>Miner, Barnhill &amp; Galland</td>
<td>Chicago, IL</td>
<td>Patricia Radkowski '16</td>
</tr>
<tr>
<td>Relman Dane &amp; Colfax</td>
<td>Washington, DC</td>
<td>Alexa Milton '16</td>
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<tr>
<td>Podhurst Orseck</td>
<td>Miami, FL</td>
<td>Nicholas Gerschman '16</td>
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<td>Susman Godfrey</td>
<td>Los Angeles, CA</td>
<td>Jesselyn Friley '16</td>
</tr>
<tr>
<td></td>
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<td>Daniel Sheehan '16</td>
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</table>
6. Public Interest Organizations Abroad

EarthRights International
Chiang Mai, Thailand
Helen Li ’17

El Centro de los Derechos del Migrante
Mexico City, Mexico
Elizabeth Willis ’17

European Court of Human Rights
Strasbourg, France
Claire Kim ’17

Human Rights Watch
Cairo, Egypt
Mara Revkin ’16

United Nations High Commissioner for Refugees
Ankara, Turkey
My Khanh Ngo ’17

International Criminal Tribunal for the former Yugoslavia
The Hague, Netherlands
Alina Lindblom ’17
Alexander Resar ’17
Appendix B

List of Selected Online Resources
### List of Selected Online Resources

<table>
<thead>
<tr>
<th>Select Fellowships/Grants</th>
<th>Website</th>
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<tbody>
<tr>
<td>Foundation Center</td>
<td><a href="http://www.foundationcenter.org/">www.foundationcenter.org/</a></td>
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<tr>
<td>Fulbright Fellowship</td>
<td><a href="http://www.cies.org/">www.cies.org/</a></td>
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<tr>
<td>Human Rights Watch Fellowships</td>
<td><a href="http://www.hrw.org/about/fellowships">www.hrw.org/about/fellowships</a></td>
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<tr>
<td>New Voices Fellowship</td>
<td><a href="http://aspennewvoices.org/#fellows">http://aspennewvoices.org/#fellows</a></td>
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<tr>
<td>The Echoing Green Fellowships</td>
<td><a href="http://www.echoinggreen.org/fellowship">www.echoinggreen.org/fellowship</a></td>
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<tr>
<th>General Information Websites</th>
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<tr>
<td>American Bar Association - Section on International Law</td>
<td><a href="http://www.americanbar.org/groups/international_law.html">www.americanbar.org/groups/international_law.html</a></td>
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<tr>
<td>American Society of International Law</td>
<td><a href="http://www.asil.org/about/asil-internships">www.asil.org/about/asil-internships</a></td>
</tr>
<tr>
<td>Association for Women's Rights in Development</td>
<td><a href="http://www.awid.org/Get-Involved/Jobs">www.awid.org/Get-Involved/Jobs</a></td>
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<td>Communication Initiative</td>
<td><a href="http://www.communit.com/job_vacancies">www.communit.com/job_vacancies</a></td>
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<tr>
<td>Derechos</td>
<td><a href="http://www.derechos.org/">www.derechos.org/</a></td>
</tr>
<tr>
<td>Foreign Policy Association</td>
<td><a href="http://www.fpa.org">www.fpa.org</a></td>
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<tr>
<td>Human Rights Internet</td>
<td><a href="http://www.hri.ca/job-opportunities/">www.hri.ca/job-opportunities/</a></td>
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<tr>
<td>Human Rights Resource Center</td>
<td><a href="http://www.hrusa.org/">www.hrusa.org/</a></td>
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<tr>
<td>Idealist (Action without Borders)</td>
<td><a href="http://www.idealista.org/">www.idealista.org/</a></td>
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<td>Microfinance Gateway</td>
<td><a href="http://www.microfinancegateway.org/p/site/m/jobs/">www.microfinancegateway.org/p/site/m/jobs/</a></td>
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<tr>
<td>One World</td>
<td><a href="http://us.oneworld.net/jobs">http://us.oneworld.net/jobs</a></td>
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<tr>
<td>Pro Bono Net</td>
<td><a href="http://www.probono.net/">www.probono.net/</a></td>
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<tr>
<td>Public Service Jobs Directory</td>
<td><a href="http://www.psjd.org">www.psjd.org</a></td>
</tr>
<tr>
<td>ReliefWeb</td>
<td><a href="http://reliefweb.int/jobs">http://reliefweb.int/jobs</a></td>
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<thead>
<tr>
<th>U.S. Government Resources</th>
<th>Website</th>
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<tr>
<td>List of Selected Online Resources</td>
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<td>----------------------------------</td>
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<tr>
<td>Commodities Futures Trading Commission</td>
<td><a href="http://www.cftc.gov/About/Careers/index.htm">www.cftc.gov/About/Careers/index.htm</a></td>
</tr>
<tr>
<td>Congressional Research Service</td>
<td><a href="http://www.loc.gov/crsinfo/">www.loc.gov/crsinfo/</a></td>
</tr>
<tr>
<td>Export-Import Bank of the United States</td>
<td><a href="http://www.exim.gov/">www.exim.gov/</a></td>
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<tr>
<td>Federal Reserve Board</td>
<td><a href="http://www.federalreserve.gov/careers">www.federalreserve.gov/careers</a></td>
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<tr>
<td>Fedworld</td>
<td><a href="http://fedworld.ntis.gov">http://fedworld.ntis.gov</a></td>
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<td>Government Honors &amp; Internship Online Handbook</td>
<td><a href="http://arizonahandbooks.com/u/yalelawschool">http://arizonahandbooks.com/u/yalelawschool</a></td>
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<tr>
<td>House Committee Lists</td>
<td><a href="http://www.house.gov">www.house.gov</a></td>
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<td>Nuclear Regulatory Commission</td>
<td><a href="http://www.nrc.gov/about-nrc/employment.html">www.nrc.gov/about-nrc/employment.html</a></td>
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<tr>
<td>Office of the U.S. Trade Representative</td>
<td><a href="http://www.ustr.gov/">www.ustr.gov/</a></td>
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<tr>
<td>Overseas Private Investment Corporation</td>
<td><a href="http://www.opic.gov/who-we-are/careers">www.opic.gov/who-we-are/careers</a></td>
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<tr>
<td>Roll Call</td>
<td><a href="http://www.rcjobs.com/">www.rcjobs.com/</a></td>
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<tr>
<td>Securities and Exchange Commission</td>
<td><a href="http://www.sec.gov/careers">www.sec.gov/careers</a></td>
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<tr>
<td>Senate Committee List</td>
<td><a href="http://www.senate.gov/">www.senate.gov/</a></td>
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<tr>
<td>U.S. Army Corps of Engineers</td>
<td><a href="http://www.usace.army.mil/Careers">www.usace.army.mil/Careers</a></td>
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<tr>
<td>U.S. Department of Agriculture</td>
<td><a href="http://www.usda.gov/wps/portal/usda/usdahome">www.usda.gov/wps/portal/usda/usdahome</a></td>
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<td>U.S. Department of Commerce</td>
<td><a href="http://www.commerce.gov/about-commerce/careers">www.commerce.gov/about-commerce/careers</a></td>
</tr>
<tr>
<td>U.S. Department of Defense</td>
<td><a href="http://www.defense.gov/">www.defense.gov/</a></td>
</tr>
<tr>
<td>U.S. Department of Justice</td>
<td><a href="http://www.justice.gov/careers">www.justice.gov/careers</a></td>
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<td>U.S. Department of State</td>
<td><a href="http://www.state.gov/careers/">www.state.gov/careers/</a></td>
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<td>U.S. Department of the Treasury</td>
<td><a href="http://www.treasury.gov/careers/Pages/default.aspx">www.treasury.gov/careers/Pages/default.aspx</a></td>
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<tr>
<td>U.S. Department of Transportation</td>
<td><a href="http://www.dot.gov/">www.dot.gov/</a></td>
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<td>U.S. Federal Jobs Locator</td>
<td><a href="http://www.jobssfed.com/">www.jobssfed.com/</a></td>
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<tr>
<td>U.S. NonProfit Gateway</td>
<td><a href="http://www.usa.gov/Business/Nonprofit.shtml">www.usa.gov/Business/Nonprofit.shtml</a></td>
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<td>U.S. Trade and Development Agency</td>
<td><a href="http://www.ustda.gov/about/jobopps.asp">www.ustda.gov/about/jobopps.asp</a></td>
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<td>JPO Programs (Non-U.S. Citizens)</td>
<td><a href="http://www.jposc.org/content/programme/presentation-en.html">www.jposc.org/content/programme/presentation-en.html</a></td>
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</table>
### List of Selected Online Resources

#### JPO Programs (U.S. Citizens)
- [www.state.gov/j/ prm/jpo_ae/index.htm](http://www.state.gov/j/prm/jpo_ae/index.htm)

#### International Courts and Tribunals
- **International Criminal Court**
  - [www.icc-cpi.int/en_menus/icc/recruitment/Pages/recruitment.aspx](http://www.icc-cpi.int/en_menus/icc/recruitment/Pages/recruitment.aspx)
- **International Criminal Tribunal for Rwanda**
  - [www.unictr.org/](http://www.unictr.org/)
- **International Criminal Tribunal for the Former Yugoslavia**
  - [www.icty.org/sections/AbouttheICTY/EmploymentandInternships](http://www.icty.org/sections/AbouttheICTY/EmploymentandInternships)
- **Special Tribunal for Lebanon**

#### UN Resources
- **International Labor Organization**
- **UN (Information on the Competitive Exam)**
- **UN Development Program**
- **UN High Commission for Human Rights**
  - [www.ohchr.org/EN/AboutUs/Pages/WorkStudyOpportunities.aspx](http://www.ohchr.org/EN/AboutUs/Pages/WorkStudyOpportunities.aspx)
- **UN High Commission for Refugees**
  - [www.unhcr.org/pages/49c3646c491.html](http://www.unhcr.org/pages/49c3646c491.html)
- **UN Office of Human Resources Management**
- **UN Volunteers**
  - [www.unv.org/](http://www.unv.org/)
- **UNDP Leadership Development Program**
- **UNHCR International Professional Roster**
  - [www.unhcr.org/43cbba252.html](http://www.unhcr.org/43cbba252.html)
- **UNICEF**
  - [www.unicef.org/about/employ](http://www.unicef.org/about/employ)

#### Select Organization Sites
- **African Union**
  - [www.au.int/en/](http://www.au.int/en/)
- **American Friends Service Committee**
  - [www.afsc.org/jobs](http://www.afsc.org/jobs)
- **Amnesty International - Jobs Available**
- **Arms Control and Disarmament Agency**
  - [http://dosfan.lib.uic.edu/acda/](http://http://dosfan.lib.uic.edu/acda/)
- **CARE International**
  - [www.care.org/careers](http://www.care.org/careers)
- **Center for International Environmental Law**
  - [www.ciel.org/about-us/jobs/](http://www.ciel.org/about-us/jobs/)
- **Center for Justice and International Law**
- **Center for Reproductive Rights**
- **Coalition for the International Criminal Court**
  - [www.iccnow.org/](http://www.iccnow.org/)
- **Constitutional Courts**
  - [www.coe-recruitment.com](http://www.coe-recruitment.com)
- **CUSO**
  - [www.cusointernational.org/](http://www.cusointernational.org/)
- **Eldis**
  - [www.eldis.org/go/jobs](http://www.eldis.org/go/jobs)
- **Global Rights**
  - [www.globalrights.org](http://www.globalrights.org)
- **Human Rights First**
  - [www.humanrightsfirsrst.org/](http://www.humanrightsfirsrst.org/)
<table>
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<th>List of Selected Online Resources</th>
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<tr>
<td>Human Rights Watch</td>
<td><a href="http://www.hrw.org/en/about/jobs">www.hrw.org/en/about/jobs</a></td>
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<td>Inter-American Court of Human Rights</td>
<td><a href="http://www.corteidh.or.cr/index.php/en/about-us/oportunidades-de-empleo">www.corteidh.or.cr/index.php/en/about-us/oportunidades-de-empleo</a></td>
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<td>International Center for Transitional Justice</td>
<td><a href="http://www.ictj.org/careers">www.ictj.org/careers</a></td>
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<td>International Commission of Jurists</td>
<td><a href="http://www.icj.org/about/jobs/">www.icj.org/about/jobs/</a></td>
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<td>International Committee of the Red Cross (ICRC)</td>
<td><a href="http://www.cicr.org/eng/who-we-are/jobs/">www.cicr.org/eng/who-we-are/jobs/</a></td>
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<td>International Crisis Group</td>
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<td>International Organization for Migration</td>
<td><a href="http://www.iom.int/recruitment">www.iom.int/recruitment</a></td>
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<td>International Rescue Committee</td>
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<td>Open Society Institute</td>
<td><a href="http://www.soros.org/about/jobs">www.soros.org/about/jobs</a></td>
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<td>Organization for Security and Cooperation in Europe</td>
<td><a href="http://www.osce.org/employment/">www.osce.org/employment/</a></td>
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<td>Organization of American States</td>
<td><a href="http://www.oas.org/dhrs/dhr/employment_opportunities.asp">www.oas.org/dhrs/dhr/employment_opportunities.asp</a></td>
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<td>PAE-REACT</td>
<td><a href="http://www.pae.com/career-react-career-options">www.pae.com/career-react-career-options</a></td>
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<td>International Institute for Sustainable Development</td>
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<td>The Carter Center</td>
<td><a href="http://www.cartercenter.org/about/careers/index.html">www.cartercenter.org/about/careers/index.html</a></td>
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<tr>
<td>The Vance Center for International Justice</td>
<td><a href="http://www.vancecenter.org/vancecenter/">www.vancecenter.org/vancecenter/</a></td>
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<td>World Legal Information Institute</td>
<td><a href="http://www.worldlii.org/">www.worldlii.org/</a></td>
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<td>World Vision</td>
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CDO Publications:
- Criminal Defense
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- International Public Interest Law
- Introduction to Career Development
- Judicial Clerkships in the U.S.
- Law Firm Practice
- Lawyers in Business
- Opportunities with International Tribunals and Foreign Courts
- Public Interest Careers
- Public Interest Fellowships Vol. I
- Public Interest Fellowships: Sample Applications Vol. II
- The Fall Interview Program
- U.S. Supreme Court Clerkships
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