

SPECIALIST LABOUR LAWYER

OVERALL JOB PURPOSE

Ensure that all reform proposals, regulatory instruments and accountability frameworks are legally robust, constitutionally compliant and defensible. Provide legal oversight on governance reforms linked to the Public Service Amendment Act.

KEY ACCOUNTABILITIES:

Regulatory and Legal Drafting

- Draft and review regulations and governance instruments supporting reform implementation.
- Provide legal analysis of political-administrative boundary issues.

Legal Governance Advisory

- Advise on disciplinary frameworks and administrative decision-making standards.
- Review accountability mechanisms and intervention safeguards.

Risk and Compliance

- Identify litigation risks related to HR and governance reforms.
- Conduct constitutional and administrative law reviews of reform proposals.

ROLE / PERSON SPECIFICATION:

Education and Experience Required:

- Senior legal professional with experience in labour law, administrative law or constitutional governance.
- Experience working with public sector institutions or governance reforms.
- LLB (or equivalent) required, postgraduate legal qualification advantageous.

Knowledge and Skills

- Advanced legal drafting and analytical writing skills: The ability to draft clear, well-structured legal opinions, regulatory provisions, policy submissions, and governance guidance that are legally sound and defensible.
- Administrative and labour law expertise: Strong knowledge of labour law, administrative justice principles, and public sector governance frameworks, with the ability to interpret and apply legislation within complex institutional environments.
- Strategic legal and governance advisory capability: The ability to analyse legal risks, evaluate regulatory proposals, and provide strategic legal advice that supports effective governance and policy implementation.
- Stakeholder engagement and legal advisory skills: The ability to communicate complex legal concepts clearly and provide practical legal guidance to policymakers, government officials, and programme stakeholders.
- Legal project coordination and advisory support: The ability to manage multiple legal inputs simultaneously, contribute to policy development processes, and deliver high-quality legal outputs within tight deadlines.

Competencies:

- Legal and regulatory analysis
- Strategic judgement
- Professional integrity
- Attention to detail
- Problem solving
- Stakeholder engagement
- Written communication

MENTAL AND ENVIRONMENTAL DEMANDS:

- Must be prepared to work after / outside normal working hours

TERMS OF EMPLOYMENT

- This is a 30% (approximately) part-time role for the PSR programme. The contract will be for 12 months, with the possibility of renewal.