

Role title: Senior Litigation Lawyer

Location: Remote

Company Overview

Ocean Vision Legal is a leading international law firm specialising in Ocean Protection and its intersections with Climate and Human Rights. We take direct legal actions to hold actors accountable and enforce Ocean protection obligations (Ocean Litigation), advocate for new laws that acknowledge the intrinsic value of the Ocean (Ocean Rights) and provide pro bono consultancy for coastal and oceanic communities who are most affected by the adverse impact of human activity on the Ocean (Ocean Guardianship).

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Role Description

As we expand our team, we are seeking to hire a **highly-qualified Senior International Litigation Lawyer** to join us in our mission to save the Ocean through Law.

This role is central to the heart of OVL's litigation practice. The Senior Litigation Lawyer will directly advise the firm's leadership, provide strategic oversight of our international litigation portfolio, and mentor and guide other members of the litigation team. You will be trusted to represent the organisation externally at the highest level, ensuring that our cases are legally rigorous, strategically sharp, and aligned with our mission.

Main responsibilities for this role include:

- **Advise on litigation strategy, including case viability assessments and strategic direction.** Oversee the litigation workflow to ensure coherence across cases. Dive into cases from day one, taking on meaningful responsibilities and setting our team up for success, representing the firm in hearings, negotiations and other international proceedings.
- **Provide legal advice within broader organisational objectives,** coordinating with the heads of other departments and checking in weekly with other lawyers on active matters, as necessary.
- **Mentor junior and mid-level lawyers,** offering feedback, professional guidance, and quality oversight. High-level final reviews of legal submissions, ensuring quality and coherence of arguments.

- **Contribute to OVL's business growth**, including fundraising efforts, building and maintaining client relationships. Represent and speak on behalf of the firm externally in client meetings, networking events and high-level conferences.
- **Proactively identify legal issues, new cases and opportunities for impact** at the earliest opportunity and develop and implement strategies to address them.
- **Uphold OVL's organisational excellency** through legal practice management, quality assurance and compliance protocols.
- **Support OVL's Ocean literacy initiatives**, such as producing blog posts, publications, social media pieces, toolkits, policy briefs, podcasts, video lectures, and presentations.
- **Foster a collaborative, non-hierarchical work culture aligned with OVL's values.**

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Contract Type & Start Date

- For this role we are open to both **full-time contracts** or **contractual arrangements** for a few days per week, with the possibility of evolving into a full-time position.
- Start date is flexible, with a preference of commencing work in **October 2025**.

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What we are looking for

Individuals who apply must have:

- **Minimum 7–10 years post-qualification litigation experience** in international law.
- **Proven track record of litigation before international courts and tribunals.**
- **Strong background in Public International Law and the Law of the Sea.**
- **Demonstrated strategic litigation experience**, including case scoping and framing.
- **Extensive legal writing and research experience**, producing high-quality pleadings and submissions.
- **Fluency in English**, both written and oral.

Additionally, it's a plus if you have any of these qualifications:

- **Domestic litigation experience.**
- **Background from, or significant litigation experience in, the Global South.**

- **Fundraising** and/or **legal business development** experience.
- Expertise in **Human Rights law** and/or **Climate law**.
- Additional working languages beyond English.
- Professional relationships with **States, NGOs, intergovernmental organisations, or funders**.
- Cross-sectoral background, e.g. previous roles in **government, academia, NGOs, or private practice**.

Personal qualities:

- Exceptional **judgement** and the ability to balance legal rigour with strategic, political, and practical considerations.
- Strong **leadership and mentoring skills**, with the ability to guide and inspire junior lawyers.
- **Entrepreneurial mindset** and can-do attitude.
- Excellent **communication skills**, able to convey complex legal issues clearly to different audiences.
- **Collaborative mindset**, thriving in a non-hierarchical, mission-driven environment.
- High level of **initiative and independence**, comfortable taking responsibility for major cases and decisions.
- Above all, a **deep love for the Ocean** and a strong personal drive to protect it.

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How to apply

Fill in [the application form](#) and upload your **CV, cover letter** (maximum 1 page) and a **list of relevant international litigation cases** you have worked on.

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Positions, Salaries and Benefits

Positions and Salaries

- **Legal Counsel (6-8 years experience)**: Autonomous legal professionals who manage their own cases and contribute to the firm's growth through managerial and business

development responsibilities. Salaries start at EUR 83,000/year and are increasing regularly throughout your time at OVL.

- **Senior Legal Counsel (8 years of experience and more):** Senior Legal Counsels are the highest position in OVL and given full trust. They have freedom to address clients, reach out to funders and make decisions on their own. They are only supervised by the CEO. Salaries start at EUR 94,000/year and are increasing regularly throughout your time at OVL.

Perks and Benefits

Ocean Vision Legal is a young start-up, working primarily with NGOs, states, and philanthropists in the public interest field focused on environmental protection. Our salaries are reflective of this context, and we offer other valuable benefits to our team members, including:

- High level of care for our team, fostering a supportive and inclusive team spirit and a strong culture of **care and mutual support** in high-pressure litigation work.
- Non-hierarchical structure, valuing every team member equally.
- **4-day working week (32 hours)** with flexible working hours and full remote set-up.
- **Generous leave policy**, including annual leave, parental leave, and sick leave, built around a family-friendly ethos.
- **Health and well-being support**, such as allocated monthly stipends for physical and mental health memberships or sessions, as well as professional coaching.
- Professional development support, including conference participation and opportunities to represent OVL internationally.
- OVL team “grounding” retreats in inspiring locations, combining strategy, collaboration, and valuable time by the Ocean.