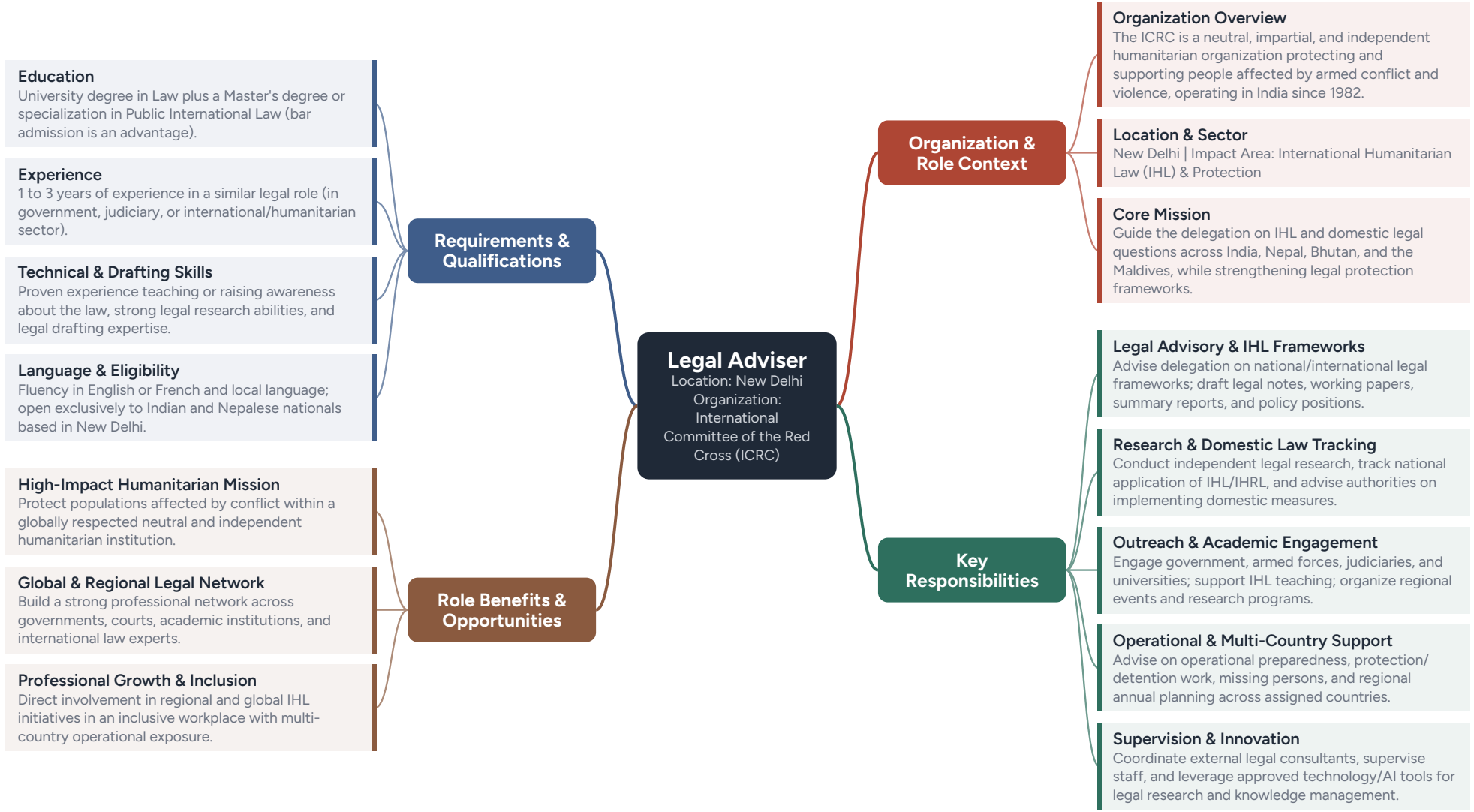
International Committee of the Red Cross (ICRC)

Legal Adviser in New Delhi | International Committee of the Red Cross

New Delhi, Delhi · full-time · entry level · Competitive · Closes 20 Nov 2026

Application Assist →

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Skills this role needs

International humanitarian law	Legal research and analysis	Legal drafting	Legal training and dissemination	Engagement with government and judiciary

Job description

International Committee of the Red Cross

The International Committee of the Red Cross is a neutral and independent humanitarian organisation that protects and supports people affected by armed conflict and other violence. Its work is rooted in international humanitarian law, the rules set out in the Geneva Conventions that limit the harm war causes to people. The ICRC has worked in India since 1982 and works mainly with and through local partners such as the Indian Red Cross Society and the Nepal Red Cross Society, along with government agencies, security forces, health institutions, universities and think tanks. This role sits within the ICRC's Regional Delegation in New Delhi, which carries out work across India, Nepal, Bhutan and the Maldives.

Role

As Legal Adviser, you will guide the delegation on international humanitarian law and on the national and international legal questions linked to its work. You will research legal issues, write clear legal analysis, and help governments, courts, armed forces and universities understand and adopt laws that protect people in war. The role also involves building strong links with lawyers, academics and partner organisations, and representing the ICRC at meetings and events across the region.

Responsibilities

- Study the legal and policy situation and advise the delegation on which national and international legal frameworks apply to its activities, objectives, strategies and plans
- Draft legal notes and analyses, and contribute legal sections to working papers, summary reports and other delegation documents
- Carry out independent research and analysis on specific legal questions and on wider parts of the national legal system
- Support IHL outreach to specialist audiences and the public, and support strategies, programmes and plans on IHL treaty participation and related domestic legal and policy frameworks
- Help build dialogue and engagement with authorities by supporting their participation in regional IHL events
- Track how IHL and relevant international human rights law (IHRL) are being applied nationally, and represent the delegation in meetings with external partners
- Maintain relationships with academic circles, support the teaching of IHL, and build a network of contacts linked to legal questions, policy, and IHL promotion
- Lead on organising programmes and research activities with partner institutions on current and emerging legal topics
- Give legal and technical support to national authorities and other interested parties when asked
- Advise on the social, political and legal aspects of the delegation's strategy and operations
- Coordinate and supervise external legal consultants, and supervise related staff where applicable
- Support other Prevention or Protection related objectives of the delegation as needed
- Help shape and carry out internal and external strategies on identified legal issues, and take part in the Regional Delegation's decision making
- Help meet delegation objectives across India, Nepal, Bhutan, the Maldives and other assigned contexts, and contribute to annual planning and budgeting, tracking legal and policy progress
- Contribute to legal and policy objectives of other delegations in the region
- Interact with government authorities, legislators and the judiciary, and advise national authorities on adopting legal and administrative measures for IHL implementation and related policy
- Represent the ICRC at external events and help position it as a reference point on IHL and its implementation
- Support Cooperation and Protection work, including on detention and missing persons, as required

- Support the Regional Legal Adviser in planning regional events and make sure the right people take part
- Give legal advice and analysis to help the delegation prepare for situations of armed conflict, including on IHL, IHRL, protection of civilians and other operational legal issues
- Support dialogue with civilian authorities, armed and security forces, and Movement partners on IHL compliance, including national frameworks and specialised training
- Contribute legal input to regional and institutional IHL initiatives, including the Global IHL Initiative and emerging legal and technology issues, and follow up on agreed actions
- Plan, coordinate and follow up on assigned legal files, programmes and research, making sure work is accurate, timely, and well coordinated with other departments and headquarters advisers
- Use approved technology, including ICRC approved AI tools where authorised, to support legal research, analysis and knowledge management, in line with ICRC's policies on AI, confidentiality, data protection and information security, while independently checking all legal conclusions
- Keep up with work related messages and correspondence with the right contacts and departments, and gather and share information to help the ICRC understand the environment and humanitarian trends

Requirements

- A university degree in law and a Master's degree or specialisation in public international law or a related area, with admission to the bar as an advantage.
- 1 to 3 years of work experience in a similar legal role, within or outside the ICRC, for example in government or the judicial sector.
- Proven experience teaching or raising awareness about the law, along with legal drafting experience.
- Fluent English or French and fluency in the local language, including the ability to draft legal texts, along with good computer skills.
- The position is open only to Indian and Nepalese nationals and is based at the Regional Delegation in New Delhi.
- Applications must be sent as a single PDF containing a motivation letter, a full CV, work certificates and salary expectations.

Benefits

- Meaningful work protecting people affected by armed conflict, in a humanitarian and international setting.
- A diverse and inclusive workplace that welcomes applicants without discrimination based on gender, race or disability.
- Regular work with governments, courts, universities and legal experts, building a strong network in international law.
- Hands-on involvement in regional and global work on international humanitarian law, including the Global IHL Initiative.

Apply

Check your fit for the role and receive the apply link in your mailbox

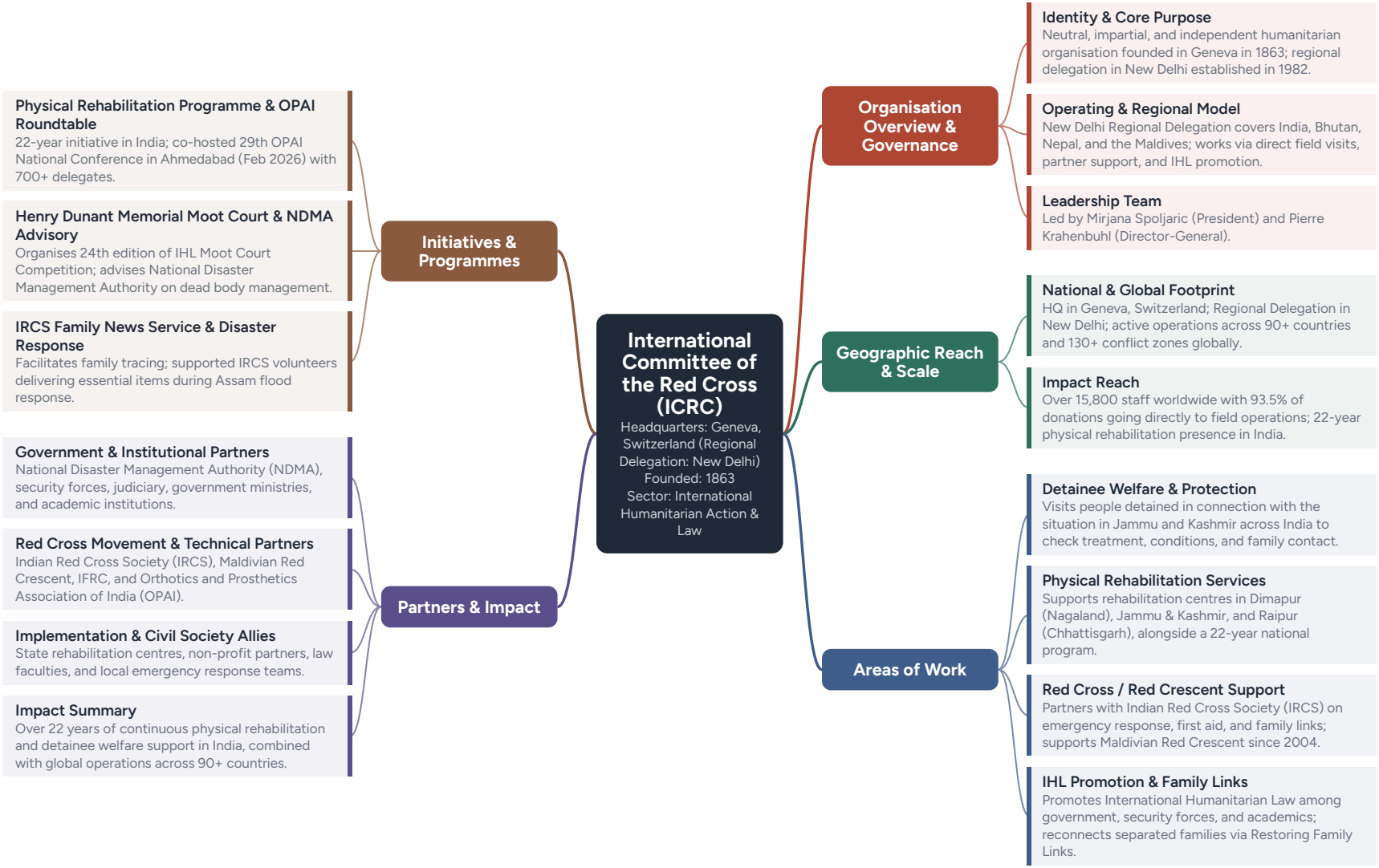
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About the organisation

International Committee of the Red Cross (ICRC)

Humanitarian Aid and International Law

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About International Committee of the Red Cross (ICRC)

The International Committee of the Red Cross (ICRC) is a neutral, impartial and independent humanitarian organisation, founded in Geneva in 1863. In India, its history goes back to Partition in 1947-48 and the India-Pakistan conflicts of 1965 and 1971, during which it carried out humanitarian work in the subcontinent. It formally set up its regional delegation in New Delhi in 1982, which today covers India, Bhutan, Nepal and the Maldives.

The regional delegation's core mandate in India centres on visiting people detained in connection with the situation in Jammu and Kashmir, wherever in India they are held, to check on their treatment and conditions and help them stay in touch with their families. It also supports physical rehabilitation services, works closely with the Indian Red Cross Society (IRCS) on emergency response and family reunification, backs the Maldivian Red Crescent, and promotes international humanitarian law (IHL) among government, security forces and civil society across the region.

> *Headquarters: Geneva, Switzerland (Regional Delegation for India, Bhutan, Nepal and the Maldives based in New Delhi)*

Major Areas of Work

- Detainee Welfare: visits people detained in connection with the situation in Jammu and Kashmir, checks on their treatment and conditions, and helps them stay in touch with their families.
- Physical Rehabilitation: supports rehabilitation centres in Dimapur (Nagaland), Jammu and Kashmir, and Raipur (Chhattisgarh), and runs a wider Physical Rehabilitation Programme now in its 22nd year.
- Indian Red Cross Society Support: works with the IRCS on emergency response, first aid, livelihoods, community health, and family reunification through its Family News Service.
- Maldivian Red Crescent Support: has worked with the Maldivian Red Crescent since 2004, alongside the IFRC, on disaster preparedness, first aid and health facilities.
- International Humanitarian Law Promotion: runs workshops, seminars and training for government officials, security forces, judges, journalists, academics, medical staff, NGOs and civil society, and works with governments on IHL treaties, laws and national mechanisms.
- Family Reunification: reconnects families separated by conflict or disaster through its Restoring Family Links network, including joint assessments after natural disasters in the region.

Major Initiatives & Programmes

- Physical Rehabilitation Programme, India: marked 22 years of work with its first dedicated roundtable, held in June 2026.
- Rehabilitation Centres: supports physical rehabilitation centres in Dimapur (Nagaland), Jammu and Kashmir, and Raipur (Chhattisgarh).
- OPAI Partnership: collaborated with the Orthotics and Prosthetics Association of India on its 29th National Conference, held in Ahmedabad in February 2026, bringing together more than 700 national and international delegates.
- IRCS Family News Service: backs the Indian Red Cross Society's service tracing and reuniting families separated by conflict or disaster.
- National Disaster Management Authority Advisory: advises India's National Disaster Management Authority on the management of dead bodies after disasters.
- Henry Dunant Memorial Moot Court Competition: supports the India National Rounds of this international humanitarian law moot court, now in its 24th edition, held in November 2025.
- Flood Response, Assam: supported Indian Red Cross Society volunteers delivering essential items to flood affected districts in Assam.
- Maldivian Red Crescent Cooperation: has worked with the Maldivian Red Crescent since 2004, following the Indian Ocean tsunami, supporting it through to full recognition as a national society in 2011.

Impact

In India, the ICRC's Physical Rehabilitation Programme has run for 22 years, supporting centres in Nagaland, Jammu and Kashmir, and Chhattisgarh. Its 2026 collaboration with the Orthotics and Prosthetics Association of India brought together more than 700 national and international delegates in Ahmedabad. Globally, the organisation has worked across more than 130 conflicts, with operations in more than 90 countries and over 15,800 staff, with 93.5 percent of donations going directly to field operations.

Leadership

- President – Mirjana Spoljaric
- Director-General – Pierre Krahenbuhl

ICRC's work in India is an excellent fit for professionals passionate about international humanitarian law, detainee welfare, physical rehabilitation and disaster response across India, Bhutan, Nepal and the Maldives.

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