

Job Title: Program Associate (Law and Research)

Organisation's Name: Association for Democratic Reforms (ADR)

Application Deadline: 30th May 2026

Location: New Delhi (Hybrid)

Background of the Organisation: The [Association for Democratic Reforms \(ADR\)](#) is a non-partisan NGO working on electoral and political reforms since 1999 to improve governance and democracy. ADR is the first and only NGO to have paved the way for informed voting by empowering Indian voters with information on the contesting candidates and political parties. ADR concentrates its efforts in the following areas:

- Advocating against corruption and criminalisation in politics
- Empowerment of the electorate through greater dissemination of information relating to the candidates and parties, for a better and informed choice
- Need for greater accountability of Political Parties
- Need for inner-party democracy and transparency in party-functioning

Job Summary

The [Association for Democratic Reforms \(ADR\)](#) requires a mission-driven young lawyer who is committed to working in the social sector. The person will serve as the legal advisor, guiding our overall litigation strategies, policy initiatives, and ensure regulatory compliances. The ideal candidate should have excellent written and communication skills, legal expertise in constitutional law, voting rights, and election laws.

Responsibilities & Requirements:

Strategic Litigation & Advocacy

- Lead the organisation's Public Interest Litigation (PIL) strategy in the Supreme Court and various High Courts to protect democratic rights
- Draft and file amicus briefs and petitions regarding electoral rolls, voter exclusion, and campaign finance transparency
- Represent the organisation in legal proceedings and work closely with senior panel counsel
- Manage RTI (Right to Information) applications and responses
- Monitor and react to changes in state and federal laws affecting democracy
- Develop legal analyses and policy reports on election administration, voting accessibility, and campaign finance

Policy Analysis & Research

- Analyse legislative proposals and government notifications for their impact on democratic institutions.
- Conduct legal research on electoral and political reforms
- Draft technical reports and recommendations for institutions such as the Law Commission
- Work on research papers
- Provide expert advice on the Representation of the People Act (1950 & 1951) and ECI guidelines
- Advise on legal restrictions regarding the political activities of NGOs in India

Legal Leadership & Management

- Provide technical assistance and legal advice to policymakers, coalition partners, and grassroots organisations
- Resolve/address legal queries of ADR team members and State Partners and work in collaboration with them to foster a collaborative and high-performance environment
- Suggest and support in organising events related to electoral and political reforms
- Draft replies to any legal documents and queries
- Draft letter of intents/contracts

Eligibility Criteria

The ideal candidate would believe in the cause that ADR works for. This cause is to improve elections and democracy with a major focus on raising voter awareness, but only using facts and data. Such a person would also be motivated to work for the overall cause of making India a better governed nation for the benefit of its people.

Education: LLB and LLM from a reputed college/university, additional Master's in Public Policy/Human Rights is desirable.

Experience: Minimum 3 years in the social sector

Age: Preferably between 25 and 27 years

Licensure: Must be enrolled with a State Bar Council and eligible to practice in India

ADR offers challenging opportunities in a unique, high-energy, and vibrant work environment. Salary will be commensurate with experience and on par with the Indian Development Sector. Please send a copy of your CV with a cover letter explaining why you are interested in this role to hiring@adrindia.org with '**Program Associate (Law and Research)**' as a subject line.