



REPUBLIC OF ZAMBIA

JUDICIAL SERVICE COMMISSION

4th April, 2025

JUDICIAL SERVICE COMMISSION ADVERTISEMENT NO. 2 OF 2025

INTERNAL EMPLOYMENT OPPORTUNITIES

Further to the Judicial Service Commission Advertisement No. 1 of 2025 dated 24th March, 2025, and pursuant to Article 140 of the Constitution, Chapter 1 of Laws of Zambia as amended by the Constitution of Zambia (Amendment) Act No. 2 of 2016 (“the Constitution”), the Judicial Service Commission invites applications from suitably qualified candidates **currently serving within the Judiciary** to be recommended for appointment as Judges of the Court of Appeal or High Court. (20 positions)

1. POSITION: COURT OF APPEAL JUDGE

Job Purpose

To ensure that judicial authority of the Republic of Zambia is exercised in accordance with Article 118 of the Constitution.

Key Responsibilities

- a) Hear and adjudicate on civil and criminal cases involving intricate legal issues.
- b) Manage courtroom proceedings to ensure adherence to legal procedures and fairness.
- c) Deliver judgments and rulings within strict timelines based on sound legal reasoning and interpretation of the law.
- d) Discharge judicial functions in accordance with the principles outlined in Article 118(2) of the Constitution as follows:

- i. justice shall be done to all, without discrimination;
- ii. justice shall not be delayed;
- iii. adequate compensation shall be awarded, where payable;
- iv. alternative forms of dispute resolution, including traditional dispute resolution mechanisms, shall be promoted;
- v. justice shall be administered without undue regard to procedural technicalities; and
- vi. the values and principles of the Constitution shall be protected and promoted.

Eligibility Criteria

- a) Proven integrity and professionalism.
- b) A minimum of twelve (12) years' professional experience post-qualification as a legal practitioner in the Republic of Zambia.

Essential Skills and Attributes

- a) Profound knowledge of diverse legal subjects, ability to address unfamiliar areas of law, and clarity in legal analysis and expression.
- b) Outstanding written and oral communication skills, with an ability to engage diplomatically inside and outside court settings.
- c) Independence, fairness, good temperament, sound judgment, decisiveness, impartiality in handling sensitive issues.
- d) Collaborative decision-making skills.
- e) Capacity to efficiently process large volumes of information and conduct in-depth legal research.
- f) Resilience, adaptability and ability to work under pressure.
- g) Commitment to delivering justice efficiently within strict timeframes.
- h) Commitment to public service.
- i) Willingness to serve anywhere in the Republic of Zambia.
- j) Leadership and Managerial skills.
- k) Medically fit.

Mode of Application

- a) Interested candidates must submit a formal application letter, duly signed by the applicant.
- b) The application letter must be accompanied by the following documents:
 - i. A detailed Curriculum Vitae (CV) outlining the applicant's bio-data and comprehensive legal professional experience.
 - ii. Two (2) traceable professional references.
 - iii. A certified copy of the applicant's National Registration Card (NRC).
 - iv. Certified copies of academic and professional qualifications.
 - v. A medical report from a Government Hospital.
 - vi. Ten (10) judgments or rulings delivered in the last three years.
 - vii. Case returns for the fourth quarter of 2024 and the first quarter of 2025.

2. POSITION: HIGH COURT JUDGE

Job Purpose

To ensure that judicial authority of the Republic of Zambia is exercised in accordance with Article 118 of the Constitution.

Key Responsibilities

- a) Hear and adjudicate on civil and criminal cases involving intricate legal issues.
- b) Manage courtroom proceedings to ensure adherence to legal procedures and fairness.
- c) Deliver judgments and rulings within strict timelines based on sound legal reasoning and interpretation of the law.
- d) Discharge judicial functions in accordance with the principles outlined in Article 118(2) of the Constitution as follows:
 - i. justice shall be done to all, without discrimination;
 - ii. justice shall not be delayed;
 - iii. adequate compensation shall be awarded, where payable;

- iv. alternative forms of dispute resolution, including traditional dispute resolution mechanisms, shall be promoted;
- v. justice shall be administered without undue regard to procedural technicalities; and
- vi. the values and principles of the Constitution shall be protected and promoted.

Eligibility Criteria

- a) Proven integrity and professionalism.
- b) A minimum of ten (10) years' professional experience post-qualification as a legal practitioner in the Republic of Zambia.

Essential Skills and Attributes

- a) Profound knowledge of diverse legal subjects, ability to address unfamiliar areas of law, and clarity in legal analysis and expression.
- b) Outstanding written and oral communication skills, with an ability to engage diplomatically inside and outside court settings.
- c) Independence, fairness, good temperament, sound judgment, decisiveness and impartiality in handling sensitive issues.
- d) Capacity to efficiently process large volumes of information and conduct in-depth legal research.
- e) Resilience, adaptability and ability to work under pressure.
- f) Commitment to delivering justice efficiently within strict timeframes.
- g) Commitment to public service.
- h) Willingness to serve anywhere in the Republic of Zambia.
- i) Leadership and Managerial skills.
- j) Medically fit.

Mode of Application

- a) Interested candidates must submit a formal application letter, duly signed by the applicant.
- b) The application letter must be accompanied by the following documents:

- i. A detailed Curriculum Vitae (CV) outlining the applicant's bio-data and comprehensive legal professional experience.
- ii. Two (2) traceable professional references.
- iii. A certified copy of the applicant's National Registration Card (NRC).
- iv. Certified copies of academic and professional qualifications.
- v. A medical report from a Government Hospital.
- vi. Ten (10) samples of written work such as judgments or rulings with case returns from the fourth quarter of 2024 and the first quarter of 2025 (if applicable), traceable legal arguments presented before courts, traceable legal opinions, scholarly articles, or legal publications authored by the applicant.

SUBMISSION OF APPLICATIONS

- a) Application letters must be addressed to the Chairperson of the Judicial Service Commission and lodged at the address given below:

*Judicial Service Commission
Plot No. 438 Independence Avenue
Room 43
Supreme Court Building
P.O Box 50067
LUSAKA*

- b) The closing date for receiving applications is **24th April, 2025**.
- c) Applicants who may have submitted applications prior to the issuance of this advertisement are encouraged to reapply.
- d) Only shortlisted candidates will be contacted for further processes.