

BIETA ANDEMARIAM

341 Eastern Parkway Apt. 2D | Brooklyn, NY, 11216 | bieta.andemariam@gmail.com | 860-990-3656
<https://www.linkedin.com/in/bietaandemariam/>

AVAAZ

Deputy Head of Legal, June 2024 – Present

- Promoted into inaugural role of Deputy Head of Legal, created by senior leadership in recognition of success as Interim Head of Legal as well as team needs.
- Run day-to-day management of team; set team agendas, areas of focus, and annual strategic plan.
- Co-design long-term strategy with Head of Legal and implement same.

Interim Head of Legal, December 2023 – June 2024

- Within two years of joining, stepped into legal campaigning team leadership during abrupt and prolonged absence of Head of Legal
- In response to team needs, launched initiative to deeply focus on improving processes, practices, and sustainability of team
- Drafted and implemented annual strategic plan, including introduction of quarterly review periods to track progress
- Spearheaded the creation of a new role – Legal Director of Compliance – and directed recruitment
- Expanded the legal team by two roles – nearly 50% of the team's size

Legal Director, March 2022 – Present

- Led campaign to remediate labor abuses of the 2022 Qatar World Cup through an 800,000+ strong petition demanding FIFA CEO create compensation fund.
- Led legal aspects of Avaaz's amicus submission to the Inter-American Court of Human Rights for advisory opinion regarding States' obligations to address climate change (focusing on climate anxiety in children and Indigenous rights), including identifying and liaising with external pro bono counsel to draft submission, and presenting to the Court in Manaus, Brazil.
- Lead support to domestic legal challenge to East African Crude Oil Pipeline (EACOP) at the East African Court of Justice.
- Led 500,000 signature strong campaign in support of new Convention for the Prevention and Punishment of Crimes Against Humanity, including drafting brief on inclusion of environmental destruction as a new crime against humanity, meeting with State delegations to the UN, and running social media and media campaigns in support of the treaty.
- Draft legal submissions to, e.g. the International Criminal Court's Office of the Prosecutor (regarding environmental protection under the Rome Statute), the Ecuadorian Constitutional Court (advocating that the Constitutional Court respect the human right of representative and direct democracy by honoring a referendum regarding the use of Indigenous lands).
- Spokesperson for Avaaz's legal work including, e.g. panel on climate litigation at the International Law Weekend 2023, webinar for the International Center for Multigenerational Legacies of Trauma on the Crimes Against Humanity Treaty, multiple media engagements (news media, radio), and social media.
- Co-ordinate with external counsel to safeguard day-to-day operations, including employment issues, regulatory compliance, copyright protection, etc.

BRYAN CAVE LEIGHTON PAISNER, LLP, New York, NY

Associate, Fall 2014 – Present

- Assisted Legal Representative of Victims of post-election violence in Kenya in researching, drafting and filing petition to the International Criminal Court challenging prosecutor's decision not to investigate President Kenyatta. Resulted in historic victory for victims' rights, as Court recognized victims' standing to challenge prosecutorial discretion.
- Led international team of a dozen associates in researching and drafting amicus brief for federal appeals court for Oxfam US on international environmental law regarding courts' ability to protect children from governmental negligence on climate change.
- Secured asylum for Iraqi refugee under relatively novel legal argument that she would face religious persecution for her liberal Islamic views.
- Led team of a dozen associates in researching and drafting manual on international fair trial standards for Clooney Foundation for Justice for use in educating trial monitors.
- Represent multinational corporations, state apparatuses, and non-governmental organizations in federal and state litigation, administrative proceedings, and international and domestic arbitral tribunals.
- Researched and drafted motions, briefs, and memoranda; take and defend depositions of fact witnesses, expert witnesses, and corporate representatives; manage discovery.

THE NEW SCHOOL, New York, NY

Lecturer, Spring 2016 – Spring 2018

- Taught college-level seminars: Introduction to International Law, and Introduction to International Criminal Law.

PROSECUTOR LUIS MORENO OCAMPO, New York, NY

Research Associate, Summer 2013 – Fall 2013

- Researched UN Security Council and General Assembly activities, and Libyan conflict's on-the-ground dimensions in support of book.
- Edited drafts of publications on the Gaddafi trial, and submissions to the New York Times and the Huffington Post.

CENTER FOR CONSTITUTIONAL TRANSITIONS, New York, NY

Student Advocate, Fall 2012 – Spring 2013

- Conducted comparative research on the structure and methods of constitutional courts in various regions worldwide.
- Co-authored 100-page report on "Constitutional Courts after the Arab Spring", analyzing hallmarks of successful post-revolution constitutional courts, and shared report's findings with Tunisian President Dr. Moncef Marzouki and his administration, and Tunisian legal and academic scholars.

UN UNDER-SECRETARY-GENERAL SPECIAL REPRESENTATIVE ON CHILDREN AND ARMED CONFLICT, New York, NY

Research Associate, Fall 2012 – Spring 2013

- Assisted in developing syllabus and administering course on “International Human Rights of Women” and “Children and Armed Conflict” taught by the Special Representative on Children and Armed Conflict, Radhika Coomaraswamy.

UN WOMEN COUNTRY OFFICE, Monrovia, Liberia

Legal Intern, Summer 2012

- Crafted a policy reform proposal in support of Association of Women in Cross-Border Trade, on anti-corruption mechanisms to target institutionalized graft at customs, which negatively impacted women cross-border traders.
- Researched and documented UN Women’s Peace Hut Initiative, providing alternative dispute resolution and economic empowerment programs, including visits to the field to interview women involved in and affected by such initiatives.
- Drafted a strategic plan for expanding UN Women Liberia’s mandate into humanitarian actions in response to recent border conflict.

SOUKTEL, INC., Ramallah, West Bank, Palestine

Client Account Manager, Summer 2010-Summer 2011

- Designed, launched, and managed company’s unique cellular services for range of NGOs from domestic non-profits to UN bodies.
- Met with Gazan stakeholders in SMS alert/survey system to warn parents and their children of any danger happening near local schools for UNESCO’s Crisis and Disaster Risk Reduction Project.
- Co-authored book chapter, *Cell Phones and Conflict Zones: How SoukTel Uses SMS Technology to Empower and Aid in Conflict-Affected Communities* (2011), on the advantages of mobile services in the developing world market.
- Led team of software designers and implementing partners to launch services affecting tens of thousands of beneficiaries throughout the Middle East, North Africa, and Horn of Africa.
- Led seminar for the International Rescue Committee on leveraging mobile phones to aid in reaching rural or otherwise inaccessible constituents and beneficiaries in IRC’s Erbil office to its Iraqi and U.S. staff.

TOMORROW’S YOUTH ORGANIZATION, Nablus, West Bank, Palestine

Intern, Fall 2009-Summer 2010

- Designed and implemented classes, in collaboration with local teachers and mental health experts, to promote physical and mental health through theatre, art, and dance/exercise classes for youth and women negatively affected by economic and political disenfranchisement.

EDUCATION

OXFORD UNIVERSITY, Oxford, United Kingdom, March 2025 (degree conferral)

M.Sc. in International Human Rights Law

Dissertation: I Pledge Allegiance: A Critique of the Nationality Criterion in International Humanitarian law’s Definition of a Mercenary

NEW YORK UNIVERSITY SCHOOL OF LAW, New York, New York, J.D., May 2014

Honors: Dean’s Merit Scholarship

Activities: Journal of International Law and Politics, Staff Editor

Law Students for Human Rights, Advocacy Chair and MADRE Advocate

Iraqi Refugee Assistance Program, Third Country Nationals Chair and Events Chair

Just Security, Student Contributor

HARVARD COLLEGE, Cambridge, Massachusetts, June 2008

B.A. in English, with Honors, with minors in Spanish and Anthropology of Human Rights

Honors: Jackie Robinson Scholar; University Club of Boston Scholar

Activities: Harvard Advocates for Human Rights

Bar admissions: New York; S.D.N.Y.; E.D.N.Y.

Languages: English (native); Spanish (working knowledge)

Professional affiliations: New York City Bar – International Law Committee

American Branch of the International Law Association

Honors: Best Lawyers: Ones to Watch (2022 Edition)

