

Senior Lawyer

***Local Aboriginal Land Council Service
Not-for-profit Law***

Senior Lawyer, LALC Service, Not-for-profit Law

An exciting opportunity has arisen to join one of Australia's most successful public interest and social justice organisations. Justice Connect is a not-for-profit organisation with a vision of a fair and strong community in which people have a fair chance at a better life, the community sector is strong and vibrant and the legal/justice and non-legal social systems are fairer and better.

At Justice Connect, we believe everyone deserves a fair chance at a better life. Too often, our legal system is complicated, expensive and inaccessible. And when the system doesn't work for everyone, it works for no one. It holds our community back. That's why we use the law to help people and community groups left behind by an unfair and complicated legal system. Whether it's a single mother facing homelessness, a local community group struggling with overwhelming regulation or an older person dealing with family violence, real-life problems so often have legal solutions. That's why we connect people with legal help. We use the power of the law to open up the legal system for those locked out of it, and to change the system where it is broken.

The key to our impact is the passionate commitment of our people. We hold ourselves to the highest standards, driven by a desire to deliver real improvements in the lives of the people and communities we help.

Not-for-profit Law is Justice Connect's specialist program for community organisations and social enterprises – the only service of its kind in Australia. Not-for-profit Law provides practical legal help (advice, training, online resources) and advocates for improved standards and legal frameworks for the Australian not-for-profit sector. We also run a certified legal training social enterprise and provide a dedicated service for Local Aboriginal Land Councils in NSW.

Do you yearn to contribute to social change? Can you see yourself thriving in a role working closely with staff and boards of Local Aboriginal Land Councils across NSW? Do you have experience providing legal services to Aboriginal people and/or organisations, and a passion for community empowerment and self-determination?

We are looking for a Senior Lawyer for a fixed term until 30 June 2021 (with likelihood of extension) to be the driving force of our Local Aboriginal Land Council Service. This role is responsible for delivering tailored legal services (advice, referrals, training and resources) to 120 Local Aboriginal Land Councils across NSW. The Senior Lawyer also plays a critical role in managing complex stakeholder relations and liaising with the New South Wales Aboriginal Land Council. **This is a unique, flagship role that would suit a confident, culturally-sensitive and self-starting lawyer with strong relationship-building and technical skills.**

This position is based in our Sydney office with opportunity to travel to regional areas as required.

If you're a commercial lawyer with experience in areas of law relevant to Local Aboriginal Land Councils (such as governance, property law, employment law, contracts, economic development and charity law) and cultural competency in providing legal services to Aboriginal people and organisations, this is an exciting opportunity to join a vibrant, purpose-driven and impactful team.

We welcome and strongly encourage applications from Aboriginal and Torres Strait Islander people.



Applications close at **9am on Monday 27 July 2020**.

Position description

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| Position title | Senior Lawyer – Local Aboriginal Land Council Service, Not-for-profit Law |
| Position reports to | Manager, Not-for-profit Law |
| Position works in close collaboration with | Lawyers – Not-for-profit Law, Head – Not-for-profit Law and Paralegals – Not-for-profit Law |
| Employment status | Until 30 June 2021 (with likelihood of extension subject to funding) |
| Hours | 37.5 hours per week (1.0 FTE) |
| Salary | \$91,787.87 per annum, plus 9.5% superannuation, annual leave loading and generous salary packaging options |
| Location | Level 5, 175 Liverpool Street Sydney NSW 2000 (remote during COVID-19 pandemic) |
| Closing date | 9am on Monday 27 July 2020 |
| For further information | Contact Geraldine Menere, Manager Not-for-profit Law, on (02) 8599 2125 or Geraldine.Menere@justiceconnect.org.au |

Role purpose

As a Senior Lawyer in the Not-for-profit Law team's Local Aboriginal Land Council Service, this position will play a vital role in delivering tailored legal advice, information and training to the network of 120 Local Aboriginal Land Councils across NSW.

Key responsibilities

- Working autonomously to provide legal services to Local Aboriginal Land Councils (**LALCs**) including:
 - triaging enquiries from LALCs (including assessment of matters eligible for pro bono assistance)
 - providing legal advice and information to LALCs
 - facilitating referrals to Justice Connect member firms and barristers
 - monitoring referrals and supporting member firms and barristers to assist LALCs
- Developing and delivering legal training for LALCs (face-to-face and by webinar), including face-to-face in regional areas
- Contributing to the creation and improvement of online information and self-help tools to build the legal capacity of LALCs
- Undertaking research and analysis of the LALC network and its legal and related needs, with a view to identifying and furthering opportunities for improved service provision and undertaking advocacy and law reform activities to address systemic issues for LALCs and their constituents, in consultation with stakeholders where required. This may include liaising with Aboriginal community members and organisations in relation to opportunities for new service provision and partnerships via other programs of Justice Connect.



- Developing and maintaining collaborative relationships with the New South Wales Aboriginal Land Council and the LALC network in particular, and a range of other key stakeholders including Justice Connect member firms, current and potential funders, and policy makers
- Supervising and mentoring a part-time LALC Lawyer and Paralegal
- Leading and motivating staff and volunteers to achieve a high standard of work
- Working with the Principal Lawyer to ensure compliance with high professional standards of service delivery including professional indemnity insurance and community legal centre accreditation obligations
- Contributing to law reform and advocacy activities of Not-for-profit Law and Justice Connect
- Contributing to Justice Connect's Reconciliation Action Plan activities
- Assisting with governance, reporting and evaluation requirements of the LALC Service, Not-for-profit Law and Justice Connect and contributing to organisation-wide projects
- Performing other duties as directed and necessary to the proper performance of the role

This job description outlines the current duties and responsibilities of the position. These will be reviewed on a regular basis with the position holder and are subject to change according to the needs and priorities of Justice Connect.

Selection criteria

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| Qualifications | <ul style="list-style-type: none"> • Australian legal practitioner • Eligible to hold an unrestricted NSW practising certificate |
| Technical expertise | <ul style="list-style-type: none"> • 5 + years post admission experience as a lawyer (or equivalent experience in a legal role) • Understanding of legal issues commonly faced by LALCs (including experience in some of the following areas: governance, property law, employment law, contracts, economic development, charity law and deductible gift recipient status) |
| Experience | <ul style="list-style-type: none"> • Experience practising in areas of law relevant to LALCs or other not-for-profit organisations • Understanding of the cultural and legal context in which LALCs operate (highly desirable) • Demonstrated cultural competency in providing services to Aboriginal people and/or organisations (preferably in a legal environment) and/or relevant experience demonstrating an ability to acquire and apply those skills quickly in the role • Experience delivering plain language legal advice and information • Experience delivering legal training to non-legally trained audience (desirable) • Experience in law reform and advocacy (desirable) • Experience managing, supervising, and motivating junior staff and volunteers (desirable) |



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| Knowledge, skills & attributes | <ul style="list-style-type: none"> • Excellent written and verbal communication skills and ability to give accurate and practical legal information and advice • Demonstrated ability to work autonomously as well as collaboratively in a team environment • Excellent interpersonal skills and an ability to work with a wide range of internal and external stakeholders, including in particular Aboriginal people, in a professional and respectful manner • Strong attention to detail and ability to stay focussed under pressure and to appropriately prioritise competing demands • Drive, focus, good judgment and a sense of humour • A commitment to social justice and Justice Connect's strategy and values • Sound computer skills within a legal practice environment (knowledge of CRM systems desirable) |
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Employee benefits

Justice Connect offers employment benefits including salary packaging (making part of your salary tax-free), flexible working arrangements, above award annual leave provisions and opportunities for professional development. Justice Connect is an organisation that strives to show leadership, operate sustainably and demonstrate our effectiveness. You will be rewarded with a workplace culture that is professional, committed, collaborative and creative and where you can make a real difference through your work.

Important information

For further information about Justice Connect and its work please visit www.justiceconnect.org.au

The application process is as follows:

- Applications should be addressed to **Geraldine Menere, Manager Not-for-profit Law**, and should comprise a cover letter, your resume, and a succinct statement outlining your suitability for the role with reference to the selection criteria
- Applications should be emailed to hr@justiceconnect.org.au as a **single word or PDF file** including “**Senior Lawyer – Local Aboriginal Land Council Service, Not-for-profit Law via Justice Connect Website**” in the email subject line.
- Applications close at **9am on Monday 27 July 2020**.

