

Principal Lawyer (VIC)

Seniors Law

Principal Lawyer (VIC), Seniors 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.

Seniors Law has 10 years' experience designing and delivering legal services in health care settings. In 2017 the Victorian Health Promotion Foundation recognised the value of our work to address elder abuse, awarding our Health Justice Partnership (HJP) with cohealth a VicHealth award for "Improving Health Equity".

The successful applicant will play an active role in all aspects of the work of Seniors Law Victoria but will predominantly be working within our HJPs, including with cohealth, St Vincents and Alfred Health. The successful applicant will have the opportunity to work closely with supportive health teams, older clients, pro bono firms and evaluators.

In the context of COVID-19, the way in which legal, education and other services are delivered to potentially vulnerable people present enormous challenges and opportunities. New approaches to service delivery and legal education are being tested by Justice Connect and Seniors Law. Delivery of this project may include the provision of digital and remote strategies.

The role presents a unique opportunity to be part of an innovative, multi-disciplinary service for older clients experiencing, or at risk of, elder abuse. The successful applicant will build on the significant work embedding the legal service in a health setting, having established relationships with many teams and staff from all levels of the organisation. With high levels of trust between professionals, there is a greater capacity to collaborate to address legal and non-legal issues for older people experiencing elder abuse. The HJP is a highly effective model to address complex elder abuse matters as well as provide opportunities for early intervention.

Not only will the successful applicant receive mentoring, training and support from Justice Connect to develop a specialisation working with older people and in HJPs, but they will also feel part of the supportive health teams within our HJPs, where they can develop their understanding of the health sector and improve both legal and health outcomes for clients who are experiencing significant disadvantage.

If you are enthusiastic, driven, organised, enjoy working with both older clients as well a broad range of stakeholders, and have a minimum of five years post-admission experience, we would like to hear from you. This is a fantastic opportunity to join a very committed team who share your vision of a fairer society.

We welcome and encourage applications for Aboriginal and Torres Strait Islander people



Applications close 9:00am, Monday 21 September 2020.



Position description

Position title	Principal Lawyer (VIC), Seniors Law
Position reports to	Manager of Seniors Law
Position Works in Close Collaboration with	Seniors Law lawyers, Head of Community Programs, staff at health justice partnerships
Employment status	Fixed-term until 12 February 2021
Hours	30 – 37.5 hours per week (0.8 FTE – 1.0 FTE)
Salary	Pro rata of \$94,901.23 per annum, plus 9.5% superannuation, annual lead loading and generous salary packaging options.
Location	Level 17, 461 Bourke Street, Melbourne VIC 3000 and various HJP locations (remote during COVID-19 pandemic)
Closing date	9:00am, Monday 21 September 2020
For further information	Contact Lee Archer, Manager, Seniors Law (03) 9021 0152 or Lee.Archer@justiceconnect.org.au

Role purpose

The Principal Lawyer (Vic) of Seniors Law will be responsible for providing legal advice and secondary consults for help-seekers within our Health Justice Partnerships (HJPs) in Victoria; supervising the program's legal practice in conjunction with the Seniors Law Principal Lawyer (NSW); and delivering activities in the work plan.

Key responsibilities

- Supervise legal services provided by the Seniors Law lawyers in Victoria, and lead staff to achieve the highest professional standards
- Provide high quality legal advice to help-seekers, undertake casework, and provide secondary consultations to health staff within our HJPs
- Oversee referrals to pro bono firms, and provide guidance and support to pro bono lawyers
- Design, supervise and conduct training on relevant issues for health professionals, staff and pro bono lawyers
- Maintain existing and establish new relationships with partner agencies, participating law firms and other relevant stakeholders
- Promote and publicise HJPs, including by representing HJPs in a range of public forums, the media and by contributing to internal and external publications
- Identify casework trends and systemic problems impacting on older people and engage in various initiatives — including projects, law reform and advocacy activities — to address these problems
- Contribute to organisational and program-specific projects and policy and advocacy work
- Alongside the Seniors Law Principal Lawyer (NSW), participate in and share the leadership of the Practice Management Group (PMG) responsible for Justice Connect's compliance with practice management requirements including accreditation and insurance



- Ensure that HJPs comply with governance and funding requirements, including reporting and evaluation requirements of the Justice Connect Board and external funders
- Contribute to, and where relevant take ownership of, organisational processes, process improvement projects, integration of digital channels to service models, increased cross-organisation consistency and undertake quality assurance measures
- Contributing to Justice Connect's Reconciliation Action Plan activities.
- Perform 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

Qualifications	<ul style="list-style-type: none"> • Qualified solicitor or barrister holding a principal practising certificate
Technical expertise	<ul style="list-style-type: none"> • Expertise in law and legal practice management across a range of legal areas related to ageing, such as guardianship and administration, powers of attorney, family violence and family law
Experience	<ul style="list-style-type: none"> • A minimum of five years post admission legal practice experience as a barrister or solicitor • Experience working in the community sector • Experience working with integrated models of service delivery • Experience in managing, motivating and developing a team of staff • Experience in managing client files and delivery of plain language legal advice • Experience in working with government and philanthropic funders and drafting funding applications • Experience supervising a legal practice • Experience in law reform and advocacy work (preferred) • Experience delivering training and in public speaking (preferred)
Knowledge, skills & attributes	<ul style="list-style-type: none"> • Sound knowledge of the legal issues that commonly arise as a result of working as part of a multidisciplinary team • Demonstrated ability to manage staff and lead the program • Demonstrated ability to manage competing tasks, deadlines and priorities • Knowledge of the legal assistance and pro bono sector in Victoria • Knowledge of health care providers and networks in Victoria (preferred) • Demonstrated ability to work autonomously as well as collaboratively in a team environment • Highly motivated and uses initiative • Sound computer skills within a legal practice environment • A commitment to Justice Connect's vision and values and an interest in social justice and human rights issues



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 **Lee Archer, Manager, Seniors 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 “Principal Lawyer (VIC), Seniors Law via Justice Connect website” in the email subject line.
- Applications close at 9:00am, Monday 21 September 2020.

