

# Lawyer

*Health Justice Partnership*

*Seniors Law NSW*

## Lawyer, Health Justice Partnership, Seniors Law NSW

**An exciting opportunity has arisen to join one of Australia's most successful public interest and social justice organisations. In the face of rising levels of unmet legal need, Justice Connect designs and delivers high impact interventions to increase access to legal support and progress social justice.**

We are committed to taking an impact-focused approach, applying research and design principles to develop our products and services to ensure they make a tangible difference for our clients and sector peers.

We deliver services that assist both people and community organisations. Those we assist often struggle to navigate the law, are unable to use the law in their daily lives and experience the impacts of harsh and unjust laws. We aim to prevent and to solve legal problems so that we can prevent the negative impacts on people's lives and organisations and empower the community to use the law as a force for good.

Given the scale of the challenges we address, we use digital innovation to extend our reach and impact, supporting us to be more efficient and accessible, while helping us capture and use data to better understand legal need and underlying systemic issues.

We harness the extraordinary pro bono contributions of over 50 member firms and the barristers we work with across the country. We channel pro bono effort through our innovative service models to ensure that pro bono hours deliver real impact for the community.

We develop strategic interventions to help address the system-level drivers of legal problems and barriers people face when engaging with the legal system. By addressing root causes of flawed or unfair laws and poorly designed systems, we prevent the long-term challenges that people and organisations continue to face.

Our creative and passionate staff drive us forward with a commitment to evaluation and iteration that ensures our impact increases year on year.

Seniors Law NSW was established in 2016 to provide legal assistance to older people experiencing or at risk of abuse through the Health Justice Partnership (HJP) model, in which a lawyer is embedded in a health service to reach vulnerable people who would otherwise likely not access legal help. It builds on the work of Seniors Law Victoria, which has 10 years' experience designing and delivering legal services in health care settings. In 2017, Seniors Law NSW established an HJP with St Vincent's Health Network (SVHN), which consists of St Joseph's Hospital in Auburn and St Vincent's Hospital and Sacred Heart Health Service in Darlinghurst. In June 2019 we established a second HJP with War Memorial Hospital (WMH), a sub-acute hospital in Waverley with a focus on aged rehabilitation services and community-based care. Both HJPs involve our lawyers working on-site several days per week across the various health services. In November 2019 we also launched a Telehealth Pilot Project with SVHN, to examine how Justice Connect can use existing telehealth facilities to increase access to legal help for people experiencing or at risk of elder abuse.

The successful applicant will play an active role in all aspects of the work of Seniors Law NSW, but will predominantly be working within our HJP with the Murrumbidgee Local Health Network (MLHD) delivering a range of engagement, legal triage and legal services, including via TeleLaw. The successful applicant will have the opportunity to work closely with supportive health teams, older clients, pro bono firms and evaluators.

The role presents a unique opportunity to be part of an innovative, multi-disciplinary service for older clients experiencing or at risk of abuse. The successful applicant will be critical in building on our significant work with MLHD, and building on the work of our pilot project to deliver legal services to patients in rural and regional NSW. With high levels of trust between professionals in a HJP, there is a great capacity to collaborate to address legal and non-legal issues for older people experiencing abuse. This makes the HJP 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 two 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 know our team and our organisation is stronger with a diversity of backgrounds and experience, including lived experience of the issues we work on. Aboriginal and Torres Strait Islander people, people of colour, people from culturally and linguistically diverse and refugee backgrounds, people with diverse religious beliefs, gender diverse people, LGBTIQ+ people and people living with a disability are strongly encouraged to apply.**



Applications close 9:00 am, Monday 1 November 2021

## Position description

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| <b>Position title</b>                             | Lawyer, Seniors Law NSW   |
| <b>Position reports to</b>                        | Principal Lawyer, NSW and Manager – Projects, Seniors Law   |
| <b>Position Works in Close Collaboration with</b> | Manager, Seniors Law  |
| <b>Employment status</b>                          | Fixed-term to 30 June 2022 <i>(with a possibility of extension subject to funding)</i>  |
| <b>Hours</b>                                      | 37.5 hours per week (1.0 FTE) (part-time considered)  |
| <b>Salary</b>                                     | \$87,282.12 per annum, plus 10% superannuation, annual leave loading and generous salary packaging options <i>(lawyer level 1)</i>                                  |
| <b>Location</b>                                   | One month initially, then one week per month in Wagga and/or region, generally based in Sydney across Justice Connect offices, health partner sites and/or remotely |
| <b>Closing date</b>                               | 9:00am, Monday 1 November 2021  |
| <b>For further information</b>                    | Lee Archer, Manager – Projects, Seniors Law, 0432 469 959<br>lee.archer@justiceconnect.org.au   |

## Role purpose

Extend the reach of Justice Connect’s Seniors Law services into the Murrumbidgee Local Health District, to support older people identified as experiencing or at risk of elder abuse. Lead and deliver an engagement strategy, provision of direct legal assistance and building capacity of health staff to respond to elder abuse. Further Justice Connect’s multi-channel approach to delivering legal help, including trialling the use of telelaw to deliver elder abuse legal services across all health partner local health districts. Work closely with health teams, local community support organisations, older clients, pro bono firms and evaluators to deliver improved legal and health outcomes for older people experiencing or at risk of abuse.



## Key responsibilities

- Develop and deliver an engagement strategy to reach more older people from the MLHD who may be at risk of or experiencing elder abuse, with support from the Projects Manager.
- Develop strategies to be visible—specifically within the health services and to engage with health professionals, such as attending case conference meetings with multi-disciplinary teams, aimed at supporting staff to identify potential legal issues and appropriate referral pathways.
- Conduct intensive legal triage with clients experiencing, or at risk of, elder abuse and other legal issues associated with ageing both at the MLHD and through Sydney-based HJPs.
- Continue to develop Justice Connect’s telelaw program and deliver telelaw services where appropriate considering the needs and circumstances of the client.
- Provide targeted legal advice and discrete casework on-site at all NSW health services as required — as well as at outreach locations in the community — and appropriate information, referrals and resources for older people.
- Oversee referrals to pro bono firms, including providing guidance to pro bono lawyers and responding to clients.
- Provide secondary consultations on a range of legal issues to build capacity and assist developing strong relationships with health professionals
- Escalate risk and legal practice management issues to the Manager.
- 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.
- Develop and maintain collaborative relationships with key stakeholders, in particular, health professionals, pro bono lawyers, evaluators, other community services, networks and funders.
- Develop resources and deliver education promoting the legal rights of older people tailored for health professionals, pro bono lawyers and community members.
- Collect data to assist with monitoring and evaluation.
- Participate in working groups and committees focused on the legal rights of older people.
- Actively participate in promotion activities, including by representing Justice Connect in a range of public forums, delivering presentations and contributing to internal and external publications.
- Assist with the governance, fundraising, reporting and evaluation requirements of the program including reports for the Justice Connect Board and funders.
- Together with other Managers and Heads, help to ensure that Justice Connect promotes staff wellbeing, diversity, cultural competency and Aboriginal and Torres Strait Island Peoples’ right to self-determination.
- Contribute to program and organisation-wide projects
- Contributing to Justice Connect’s Reconciliation Action Plan activities.
- Assist with program evaluation
- 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 and our health partners.*



## Selection criteria

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| <b>Qualifications</b>                     | <ul style="list-style-type: none"> <li>Admitted or eligible for admission as a legal practitioner in NSW and hold an unrestricted practising certificate</li> <li>Ideally, a holder of a NSW driver's licence</li> </ul>   |
| <b>Experience</b>                         | <ul style="list-style-type: none"> <li>Two years' post admission legal practice experience, with a demonstrated understanding of areas of law arising in the context of elder abuse and issues associated with ageing</li> <li>Experience working, volunteering or participating in the community sector</li> <li>Experience in stakeholder engagement, community development and project management desirable</li> <li>The following areas of expertise and skills considered an advantage: elder abuse; family violence; health justice partnerships; advocacy; project management</li> </ul>  |
| <b>Knowledge, skills &amp; attributes</b> | <ul style="list-style-type: none"> <li>An interest in issues affecting older people, and sound knowledge of legal issues that commonly arise in the context of ageing and family violence</li> <li>Sound understanding of legal professional obligations while working remotely in a non-legal setting and a demonstrated ability to comply with these obligations</li> <li>High levels of motivation, drive, flexibility and a commitment to deliver a client-centred service</li> <li>High level of communication and negotiation skills with a demonstrated ability to use those skills to build relationships with diverse stakeholders and clients</li> <li>Public speaking skills to present at conferences and deliver professional development and community education</li> <li>Excellent legal research skills and ability to give accurate and practical advice</li> <li>Demonstrated ability to work independently as well as collaboratively within multi-disciplinary teams</li> <li>Strong attention to detail and organisational skills</li> <li>Demonstrated ability to stay focussed under pressure and appropriately prioritise competing demands</li> <li>Sound computer skills within a legal practice environment</li> <li>A commitment to Justice Connect's objectives and values</li> </ul> |
| <b>Additional requirements</b>            | <ul style="list-style-type: none"> <li>The successful applicant will need to undertake a national police check and working with children check, and provide satisfactory immunisation results prior to commencing work on-site at the hospitals.</li> </ul>  |

## 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](http://www.justiceconnect.org.au)

### The application process is as follows:

- Applications should be addressed to **Lee Archer, Manager – Projects, 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](mailto:hr@justiceconnect.org.au) as a **single word or PDF file** including “Lawyer, Seniors Law NSW via Justice Connect website” in the email subject line.
- Applications close at 9:00am, Monday 1 November 2021

**Interviews for the position will most likely be held on in the following week.**

