

*Lawyer or Senior Lawyer - Access to Justice
Seniors Law*

Lawyer or Senior Lawyer - Access to Justice , Seniors Law

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 delivers client-centred interventions to increase access to legal support and progress social justice for older people experiencing or at risk of Elder Abuse. We increase the capability of health workers and community partners to identify legal issues for older people and refer them to our programs for specialist support. We advocate for change and increase awareness of sector organisations, government, industry and community on the nature and impact of Elder Abuse.

Seniors Law has operated for over 15 years alongside our health and pro bono partners. For over a decade, our Victorian team has used the Health Justice Partnership (HJP) model across up to 5 HJP sites, to reach vulnerable clients who are experiencing or at risk of elder abuse – an issue that is largely hidden and complex in which to intervene and provide legal support. Our partnerships provide holistic and specialist support to address both legal and non-legal causes and consequences of elder abuse. In 2016 we established our NSW Seniors Law team which has now grown to three HJPs across Sydney and a strong relationship with the Murrumbidgee Local Health District. Our 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, 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 Lawyer or Senior Lawyer - Access to Justice will be responsible for developing and delivering a high-impact project to increase access to justice for older Australians. Using a range of engagement strategies, the Lawyer or Senior Lawyer will extend Seniors Law's reach beyond our HJPs, deliver and facilitate education sessions for the community and support workers on preventing elder abuse using safeguarding tools, and connect many more people experiencing or at risk of elder abuse to Justice Connect's multi-channel services, including direct legal help via TeleLaw. The successful applicant will have the opportunity to work closely with all Justice Connect programs, 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 history of HJP work, and the work of our pilot project to deliver legal services to patients in rural and regional NSW and/or Victoria, to trial new strategies to increase access to help and impact for people experiencing or at risk of elder



abuse. The role also builds on Justice Connect's work using safeguarding documents as a prevention strategy for elder abuse, facilitating conversations about arrangements as we age.

The successful applicant receive mentoring, training and support from Justice Connect to develop a specialisation working with older people and their support services. It is critical for this role to take a big picture approach to unmet legal need – delivering/facilitating education sessions and directing people in need to appropriate intensities of services (including self-help resources, TeleLaw advice and facilitating intensive pro bono representation).

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 9am, Wednesday 8 December 2021

Position description

Position title	Lawyer or Senior Lawyer – Access to Justice, Seniors Law
Position reports to	Principal Lawyer, NSW or Vic (depending on location of successful applicant) and Manager – Projects, Seniors Law
Position Works in Close Collaboration with	Manager, Seniors Law
Employment status	Fixed-term to 30 June 2022 <i>(with a possibility of extension subject to funding)</i>
Hours	37.5 hours per week (1.0 FTE) (part-time considered)
Salary	\$91,098.388 per annum, plus 10% superannuation, annual leave loading and generous salarypackaging options (<i>lawyer level 2</i>) \$95,117.48 per annum, plus 10% superannuation, annual leave loading and generous salarypackaging options (Senior Lawyer)
Location	Generally based in Sydney or Melbourne across Justice Connect offices, health partner sites and/or remotely. Some travel required for engagement and education
Closing date	9:00am, Wednesday 8 December 2021
For further information	Stephanie Tonkin, Head of Community Programs, Seniors Law, 8636 4404 or stephanie.tonkin@justiceconnect.org.au



Role purpose

Develop and deliver a high impact project to extend the reach of Justice Connect's Seniors Law services beyond our HJPs. Build on Seniors Law's unique work facilitating conversations about safeguarding through future planning, to deliver an effective prevention strategy for elder abuse. Trial various engagement strategies to build knowledge and relationships with older people and their supports, to identify and refer elder abuse and prevention matters to Justice Connect's services. Work with Justice Connect's engagement team to monitor and help improve digital engagement strategies. Take a big picture approach to unmet legal need and directing people in need to appropriate intensities of services (including self-help resources, TeleLaw advice and facilitating intensive pro bono representation). Build on and deliver Seniors Law's Telelaw service 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

Lawyer or Senior Lawyer – Access to Justice

- Stakeholder mapping to identify key project stakeholders.
- Develop and deliver an engagement strategy to reach more older people who may be at risk of or experiencing elder abuse, and their supports, with support from the Projects Manager.
- Work with Justice Connect's engagement team to monitor, improve and understand the impact of digital engagement strategies being run in parallel with more traditional engagement strategies for this project.
- Deliver legal education to older people, their support workers and other community organisations to increase understanding of elder abuse and preventative strategies.
- Facilitate conversations with the community about safeguarding and future planning – key strategies for preventing elder abuse.
- Conduct intensive legal triage with clients experiencing, or at risk of, elder abuse and other legal issues associated with ageing, and identify the appropriate intensity of Justice Connect's services for the client.
- Continue to develop Justice Connect's telelaw program and deliver telelaw services where appropriate considering the needs and circumstances of the client.
- 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.
- 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.
- 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.

Senior Lawyer – additional responsibilities

- Assist with budget management
- Oversee and develop projects, co-located services, and targeted work with specific help-seeker groups
- Contribute to and as required lead organisational processes, process improvement projects, integration of digital channels to service models, increased cross-organisation consistency and undertake quality assurance measures.

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	
Qualifications	<ul style="list-style-type: none"> • Admitted or eligible for admission as a legal practitioner in VIC or NSW and hold an unrestricted practising certificate • Ideally, a holder of a driver’s licence
Experience	<ul style="list-style-type: none"> • A minimum of one year unsupervised practise (lawyer level 2) or minimum of five years unsupervised practise (Senior lawyer) , with a demonstrated understanding of areas of law arising in the context of elder abuse and issues associated with ageing (or ability to learn these areas quickly) • Experience working, volunteering or participating in the community sector • Experience in stakeholder engagement, community development and project management • The following areas of expertise and skills considered an advantage: elder abuse; family violence; health justice partnerships; advocacy; project management



Knowledge, skills & attributes	<ul style="list-style-type: none"> • An interest in issues affecting older people, and sound knowledge of legal issues that commonly arise in the context of ageing and family violence • Project management skills • Sound understanding of legal professional obligations while working remotely in a non-legal setting and a demonstrated ability to comply with these obligations • High levels of motivation, drive, flexibility and a commitment to deliver a client-centred service • High level of communication and negotiation skills with a demonstrated ability to use those skills to build relationships with diverse stakeholders and clients • Public speaking, community education and facilitation skills to present at conferences and deliver professional development and community education • Excellent legal research skills and ability to give accurate and practical advice • Demonstrated ability to work independently as well as collaboratively within multi-disciplinary teams • Strong attention to detail and organisational skills • Demonstrated ability to stay focussed under pressure and appropriately prioritise competing demands • Sound computer skills within a legal practice environment • A commitment to Justice Connect's objectives and values
Additional requirements	<ul style="list-style-type: none"> • 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 any of our health partner locations

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 **Stephanie Tonkin, Head of Community Programs** 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 "Lawyer or Senior Lawyer – Access to Justice, Seniors Law" in the email subject line.
- Applications close at 9:00am, Wednesday 8 December 2021

Interviews for the position will most likely be held in the same week.

