

Senior Lawyer – Local Aboriginal Land Council Service

Not-for-profit Law

Senior Lawyer - Local Aboriginal Land Council Service, Not-for-profit 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.

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 and advocates for improved standards and legal frameworks for the Australian not-for-profit sector. We also run a certified social enterprise offering legal training and 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 2023 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 (NSWALC). **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 preferably based in our Sydney office and will involve travel within NSW, including regional/remote areas, as required. Currently, due to the COVID19 pandemic, all staff are encouraged or required to work from home in accordance with government advice.

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 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 at **5pm on Sunday, 16 January 2022.**

Position description

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 2023 (with likelihood of extension subject to funding)
Hours	37.5 hours per week (1.0 FTE)
Salary	\$95,117.48 per annum, plus 10% superannuation, annual leave loading and generous salary packaging options
Location	Level 5, 175 Liverpool Street Sydney NSW 2000* <i>*Hybrid working model</i>
Closing date	5pm on Sunday, 16 January 2022
For further information	Contact Savi Manii, Manager of Not-for-profit Law, on (02) 9160 7173 or savi.manii@justiceconnect.org.au

Role purpose

As Senior Lawyer of the Not-for-profit Law program'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	
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 unsupervised practice 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)



	<ul style="list-style-type: none"> • 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)
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)

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 **Savi Manii, Manager of 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**” in the email subject line
- Applications close at **5pm on Sunday, 16 January 2022**.

