

Recruitment Pack: Senior Lawyer, Corporate Accountability & Climate Justice

Full-time, 1-year contract (with possible extension subject to funding)

The Human Rights Law Centre, a leading national human rights organisation, is seeking a dynamic, motivated Senior Lawyer to work on cutting-edge legal cases relating to corporate accountability and climate justice.

This is a 1-year position based in either Melbourne or Sydney. This is a full-time position however we are open to flexible arrangements for the right candidate.

About the Human Rights Law Centre

The Human Rights Law Centre works in partnership with people and communities to eliminate inequality and injustice and build a fairer, more compassionate Australia.

Our vision is an Australia where everyone is free to lead a decent, dignified life; where our laws, policies and institutions promote fairness and equality; and where people and communities have the power to address inequality and injustice and ensure that governments always act in the public interest.

We maximise our impact by working closely with key partners, including community organisations, pro bono law firms and barristers, academics and experts, and international and domestic human rights organisations. We are independent of government & business, with most of our funding coming from donations and philanthropic grants.

The Human Rights Law Centre is a registered charity with offices in Melbourne and Sydney. We are a diverse team with a strong, shared commitment to creating a better, fairer Australia.

The Human Rights Law Centre is an equal opportunity employer and is committed to promoting a diverse and inclusive workforce. Aboriginal and Torres Strait Islander peoples, people from culturally diverse backgrounds, women, LGBTIQ+ people and people with disability are encouraged to apply.

About our corporate accountability and climate justice work

Our corporate accountability work seeks to ensure that Australian companies respect human rights, wherever they operate and to hold them accountable where they do not.

Our climate justice work seeks to ensure that Australian laws and policies drive urgent action to mitigate and address the impacts of the climate crisis and put people & the planet at the heart of government decision-making.

The HRLC's Partnership Principles provide a framework for ensuring our work supports the right of First Nations and other Indigenous Peoples' right to self-determination.

About this role

We are seeking an innovative, strategic senior lawyer and advocate with a passion for human rights, climate justice and corporate accountability and demonstrated experience working with directly affected people and in coalitions to achieve change.

The Senior Lawyer will develop and implement innovative legal and advocacy strategies to hold governments and companies accountable for human rights violations and drive legal and policy solutions that also address the root causes of inequality.

This will include work on new emerging strategic litigation in partnership with First Nations and other communities in Australia to compel government action to address climate impacts, particularly relating to heat & housing.

The role will also support work on our groundbreaking human rights complaint against Rio Tinto on behalf of indigenous communities in Bougainville living with large-scale pollution from the company's former Panguna mine. It will also include advocacy on key law reform initiatives, such as strengthening Australia's corporate accountability laws and enshrining the right to a safe, healthy & sustainable environment.

Full details of the role including selection criteria are set out in the [position description](#).

Organisational relationships and extent of authority

The Senior Lawyer reports to the Legal Director, Corporate Accountability and Climate Justice, and will support and, where appropriate, lead relevant legal and policy work to advance the Human Rights Law Centre's strategic objectives under its strategic plan. The Senior Lawyer will work as part of a talented team of senior lawyers and may also be responsible for supervising the work of pro bono lawyers seconded to the Centre.

Benefits of working with the Human Rights Law Centre

The Human Rights Law Centre is an equal opportunity employer and is committed to promoting a diverse and inclusive workforce. We know our team and our work 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, women, LGBTIQ+ people and people with a disability are strongly encouraged to apply.

The position is a full-time fixed-term position with a six-month probation period.

The full-time annual salary for this role is \$123,147 and you will have access to generous salary packaging provisions, 5 weeks annual leave and four days additional wellbeing leave each year.

The tax savings for staff who take full advantage of salary packaging options can significantly increase their take home pay.

The Human Rights Law Centre's Enterprise Agreement also provides paid cultural and ceremonial leave. See further: [Human Rights Law Centre Enterprise Agreement](#).

The Human Rights Law Centre offers flexible working arrangements, opportunities for professional development and mentoring, and a workplace culture that is collaborative, dynamic, values diversity and is committed to learning and looking after each other.

Applications

Applications should be sent by email to Keren Adams, Legal Director, at jobs@hrlc.org.au.

Applications should comprise:

- a cover letter addressing the selection criteria listed in the [position description](#) (maximum 2 pages); and
- your resume.

Please combine these as a single PDF document, clearly named with your name in the document title.

The closing date for applications is **Monday 1 September 2025 at 5pm**. Applications will be considered as they are received and the HRLC may elect to interview suitable candidates prior to the closing date for applications.

Applicants must have the right to work in Australia.

Don't meet every single requirement?

If you're excited about this role but your experience doesn't align perfectly with all the selection criteria in the job description, we encourage you to apply anyway. You may be just the right candidate for this or other roles. We welcome and support diversity in all its forms and believe a wide range of experiences and perspectives enriches our organisation and our work.

Further information

For further information about the Human Rights Law Centre, see www.hrlc.org.au. For further information about this position, email Keren Adams at jobs@hrlc.org.au.