

Senior Lawyer
1.0 EFT, 12 months fixed term
Parental leave cover position



The Human Rights Law Centre, a leading national human rights advocacy organisation, seeks a Senior Lawyer to work in the Aboriginal and Torres Strait Islander Peoples' Rights team and across other thematic areas of the HRLC.

This is a 12-month full-time parental leave cover position – however we are open to part time arrangements for the right candidate. The position can be based in Melbourne or Sydney.

About the Human Rights Law Centre

The Human Rights Law Centre is comprised of lawyers, campaigners and policy and communications experts working together to eliminate inequality and injustice and build a fairer, more compassionate Australia. We use strategic legal action, policy solutions and advocacy to support people and communities to protect human rights.

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.

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 **Aboriginal and Torres Strait Islander Peoples' Rights team** advocates in close partnership with Aboriginal and Torres Strait Islander leaders and organisations for a fair legal system that is free from racial injustice and that upholds the principles of dignity, equality and Aboriginal and Torres Strait Islander peoples' right to self-determination. We work to:

- end mass-imprisonment and deaths in custody, and challenge the lack of accountability when it comes to police powers and misconduct;
- create a fair and compassionate youth legal system that supports Aboriginal and Torres Strait Islander children to reach their full potential, supported by their families and communities;
- stop and prevent inhumane treatment of people in prisons; and
- end the oppressive targeting of Aboriginal and Torres Strait Islander people through the social security system and advocate for a fair safety net that supports all people to live a decent life.

Our Partnership Principles and Reconciliation Action Plan provide a framework for ensuring our work supports Aboriginal and Torres Strait Islander peoples' right to self-determination.

About the Senior Lawyer role

An exciting opportunity has arisen for a Senior Lawyer to work 0.5 in the Aboriginal and Torres Strait Islander Peoples' Rights team on economic and social rights issues and 0.5EFT on other strategic focus areas identified in our strategic plan, to be determined by the organisation in consultation with the successful applicant. These areas could include democratic freedoms, the campaign for a Charter of Human Rights and Freedoms, asylum seeker and refugee rights or business and human rights.

Aboriginal and Torres Strait Islander people are strongly encouraged to apply. We are seeking a collaborative lawyer with at least five years of experience, preferably working on economic and social rights issues in a legal or policy setting. The successful applicant will have a demonstrated commitment to working in deep partnership with Aboriginal and Torres Strait Islander people and organisations around Australia, consistent with our [Partnership Principles](#).

We have offices in Melbourne and Sydney, from which this role can be based, however we are all currently working from home due to COVID-19. We would also consider applicants from other locations who are capable of working independently and remotely. This is a full-time parental leave cover position for a 12-month fixed term. Part-time applications will also be considered.

We know our team is stronger and our work more impactful when our team has a diversity of backgrounds and experience, including lived experience of the issues we work on. Aboriginal and Torres Strait Islander peoples, People of Colour, people from culturally and linguistically diverse and refugee backgrounds, people with diverse religious beliefs, women, LGBTIQ+ people and people with disability are strongly encouraged to apply.

Key Responsibilities

Reporting to a Legal Director, the Senior Lawyer will:

- work with the Aboriginal and Torres Strait Islander Peoples' rights team to help drive our strategic thinking and delivery on core areas of work, with a focus on social and economic rights;
- work as a member of Aboriginal and Torres Strait Islander-led coalitions to support the development and execution of government relations and public advocacy strategies, particularly in relation to economic justice and social security issues affecting remote communities;
- identify opportunities for strategic litigation and coordinate litigation in partnership with pro bono legal teams, Aboriginal and Torres Strait Islander organisations and other not-for-profits;
- undertake legal research and analyse legislation and policies and collaborate across sectors and internally to develop and implement media, political and legal advocacy strategies that seek to achieve systemic reform or prevent regression – this could include drafting submissions and reports, and appearing before parliamentary committees;
- develop strong partnerships with the HRLC's key stakeholders, particularly Aboriginal and Torres Strait Islander organisations;
- assist with team and organisational strategic planning, communications and fundraising;
- assist with the induction and supervision of secondees lawyers and interns;
- actively contribute to a work culture where we are striving to improve on the way we live our values; and
- undertake administrative tasks as required in a small team.

Qualifications and Experience

Essential

- Lived experience or a demonstrated ability to work in a culturally informed and respectful way with Aboriginal and Torres Strait Islander peoples and organisations.

- Demonstrated commitment to racial justice, Aboriginal and Torres Strait Islander peoples' right to self-determination and to broader human rights principles and practice.
- Admitted to practice as a lawyer in Australia and at least five years of experience working in a legal and/or policy setting on human rights issues, preferably economic and social rights.
- Strong written communication and interpersonal skills, with a demonstrated ability to develop relationships of trust and confidence with diverse stakeholders, including community partners, lawyers, health experts, government advisors, politicians academics and donors.
- Experience in political advocacy or campaigning for legal change.
- Legal research and policy analysis experience, and experience in writing submissions or reports.
- A high degree of professionalism and a reputation for integrity and collaboration.
- Ability to work efficiently and effectively under pressure, and autonomously in small teams.

Highly Desirable

- Litigation experience.
- Experience of social security law and policy, and in particular its application to Aboriginal and Torres Strait Islander peoples.
- Experience working in an Aboriginal community-controlled organisation.
- Media experience.

Terms and Conditions

The salary will be \$96,684 per annum (pro rata) plus 9.5% superannuation.

The HRLC has charity tax status enabling us to offer staff generous salary packaging options. The tax savings for staff who take full advantage of salary packaging options significantly increases their take home pay.

The HRLC offers flexible working arrangements, five weeks' annual leave, opportunities for professional development, and a professional, dynamic and collaborative culture.

The position may involve travel and work outside normal business hours.

The position will be for a 12 month fixed term period.

This is a full-time position. We will also consider part-time applications.

Applications

Applications should be sent by email to Ruth Barson, Legal Director, at jobs@hrlc.org.au and should comprise:

- a cover letter (1 page);
- a statement addressing the selection criteria (maximum 2 pages); and
- your resume.

The closing date for applications is **30 July 2020**.

Further Information

For further information about this position, contact Ruth Barson, Legal Director of the Aboriginal and Torres Strait Islander Peoples' Rights team, at ruth.barson@hrlc.org.au.

For further information about the Human Rights Law Centre, see www.hrlc.org.au.