

# Human Rights Law Centre

## **Recruitment Pack – Senior Lawyer, Aboriginal and Torres Strait Islander Peoples’ Rights Team**

*The Human Rights Law Centre, a leading national human rights organisation, seeks a Senior Lawyer to work in our Aboriginal and Torres Strait Islander Peoples’ Rights Team. This is an ongoing full-time position based in Melbourne.*

*This position is only open to Aboriginal or Torres Strait Islander applicants. The filling of this position is a special/equal opportunity measure and/or a genuine occupational requirement under the Racial Discrimination Act 1975 (Cth) and the Equal Opportunity Act 2010 (Vic).*

### About the Human Rights Law Centre

The Human Rights Law Centre uses strategic legal action, policy solutions and advocacy to support 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.

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.

### About the role

This is an exciting Senior Lawyer position reporting to the Legal Director who leads our Aboriginal and Torres Strait Islander Peoples’ Rights work. In this role, you will have the opportunity to help achieve enduring legal and policy change and justice for Aboriginal and Torres Strait Islander Peoples. You will have good management support, input into strategic

direction of our work, a collaborative and supportive work environment, and opportunities for growth and development.

The vision for the Aboriginal and Torres Strait Islander Peoples Rights work is 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.

The team's current strategic goals are 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.

This position will focus on achieving our goals around a fair and compassionate youth legal system and ending mass-imprisonment of Aboriginal and Torres Strait Islander Peoples.

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

### *Key Responsibilities*

Reporting to the Legal Director of our Aboriginal and Torres Strait Islander Peoples' Rights work, the Senior Lawyer will:

- Work with staff in the Aboriginal and Torres Strait Islander Peoples' Rights team to develop and implement legal, policy and advocacy strategies to achieve systemic human rights reform and to prevent regression. This work may include legal research and analysis; drafting submissions, briefing papers and reports; appearing before inquiries; coordinating strategic litigation in partnership with pro bono legal teams; coordinating advocacy using UN human rights mechanisms; contributing to campaigns; undertaking media advocacy; and undertaking advocacy with politicians and public servants.
- Develop strong partnerships and work collaboratively with HRLC partners including Aboriginal and Torres Strait Islander organisations, other not-for-profit organisations, academics, human rights institutions and pro bono law firms and barristers.
- Contribute to strategic planning, communications, events and fundraising.
- Assist with the induction and supervision of secondee lawyers and interns.
- Actively contribute to a work culture that reflects our human rights values.
- Undertake administrative tasks as required in a small team.

You will also be supported to contribute to the organisation's ongoing work of cultural safety and implementation of our Partnership Principals and Reconciliation Action Plan as you see appropriate.

While the position will primarily focus on our Aboriginal and Torres Strait Islander Peoples' rights work, the Senior Lawyer may be required to perform the above duties in relation to other areas of the HRLC's work.

### *Key Selection Criteria*

#### Essential

- a law degree with ability to hold an unrestricted practice certificate
- at least five years experience in a legal practice, policy or advocacy setting with experience working on Aboriginal or Torres Strait Islander issues;
- demonstrated commitment to racial justice, Aboriginal and Torres Strait Islander peoples' right to self-determination and to broader human rights principles and practice.
- excellent written communication skills in a range of contexts for varying audiences;
- excellent research and analytical skills;
- strong interpersonal and communication skills and the ability to develop relationships of trust and confidence with diverse stakeholders, including community partners, lawyers, government officials, academics, donors and the media;
- strong interpersonal skills and the ability to form constructive relationships, including with partner organisations, law firms, politicians, public servants and donors;
- ability to work collaboratively, efficiently and effectively in a small team; and
- proficiency in Microsoft Office applications.

#### Desirable

- sound knowledge of the issues underpinning Aboriginal and Torres Strait Islander peoples' over-imprisonment, and in particular young people's over-imprisonment, and systemic disadvantage;
- experience undertaking strategic litigation;
- experience in policy development;
- experience conducting political and public advocacy and media;
- experience working on strategic social justice campaigns; and
- experience working in a public interest, social justice or human rights not for profit organisation.

### Terms and Conditions

- The salary will be up to \$99,158 plus 9.5% superannuation (planned to rise to 10% on 1 July 2021).

- The position is ongoing and 1.0EFT (38 hours per week), based in Melbourne. There will be a 6 month probation period.
- The Human Rights Law Centre has charity tax status enabling us to offer staff generous salary packaging options including meals and entertainment packaging. The tax savings for staff who take full advantage of salary packaging options significantly increases their take home pay.
- The Human Rights Law Centre offers flexible working arrangements, 5 weeks annual leave, opportunities for professional development, and a workplace culture that is professional, dedicated, collaborative and dynamic.
- The position is likely to involve some domestic travel and occasional work outside normal business hours.
- When COVID-19 restrictions are in place, this role may need to work remotely.

## Applications

Applications should be sent by email to Meena Singh, Legal Director, at [jobs@hrlc.org.au](mailto:jobs@hrlc.org.au) and should comprise:

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

If possible, please combine these three documents into a **single PDF document**, clearly named with your name in the document title.

Closing date for applications is **Thursday 25 March 2021**.

Shortlisted applicants will be contacted by telephone for interview within around one week of the closing date.

## Further Information

For further information about the Human Rights Law Centre, see [www.hrlc.org.au](http://www.hrlc.org.au). For further information about this position, email [admin@hrlc.org.au](mailto:admin@hrlc.org.au).