

**Senior Lawyer  
Indigenous Rights Unit  
1.0 EFT, 12 months fixed term**



**The Human Rights Law Centre, a leading national human rights advocacy organisation based in Melbourne, seeks a Senior Lawyer to work in our Indigenous Rights Unit.**

### **About the Human Rights Law Centre**

The Human Rights Law Centre protects and promotes human rights in Australia and in Australian activities overseas. We do this using an integrated strategic combination of legal action, advocacy, research and capacity building. The HRLC works in coalition with key partners, including community organisations, law firms and barristers, academics and experts, and international and domestic human rights organisations.

The HRLC's Indigenous Rights Unit was established in October 2012 to deepen the Centre's work in partnership with Indigenous organisations to protect and promote the rights of Indigenous peoples. The Unit is both responsive and agenda-setting, receiving requests for legal assistance as well as working with Indigenous organisations to identify significant and systemic human rights issues.

Over the next three years, the Indigenous Rights Unit will focus on the following strategic priorities:

- reducing the over-representation of Indigenous peoples in all aspects of the criminal justice system including issues relating to imprisonment rates, victimisation rates, police powers, and conditions in detention;
- ensuring access to basic social and economic rights in remote Indigenous communities, in particular the rights to education and housing; and
- promoting in particular the rights of Indigenous women, children and young people in these focus areas.

### **About the Senior Lawyer Role**

An exciting opportunity has arisen for a Senior Lawyer to work as part of the HRLC's Indigenous Rights Unit - we are seeking a highly motivated, dynamic, skilled and collaborative individual.

This position will work alongside the Unit's Director and Lawyer and will play a vital role in contributing to all aspects of the Unit's work.

This position will be based in Melbourne. We are seeking a lawyer with more than five years post-admission legal practical experience.

*Aboriginal and Torres Strait Islander people are strongly encouraged to apply.*

### **Key Responsibilities**

In conjunction with the Indigenous Rights Unit's Director and Lawyer and in accordance with the Unit's strategic focus areas, the Senior Lawyer will:

- identify opportunities for strategic litigation to promote and protect the rights of Aboriginal and Torres Strait Islander peoples and coordinate litigation in partnership with pro bono legal teams and Indigenous organisations;

- coordinate and undertake research, advocacy (including submission writing, lobbying, media appearances and public speaking) and education to promote and protect the rights of Aboriginal and Torres Strait Islander peoples;
- facilitate the provision of pro bono legal advice to individuals and organisations on human rights issues impacting on Aboriginal and Torres Strait Islander peoples;
- build human rights law capacity and expertise in Aboriginal and Torres Strait Islander organisations;
- contribute to devising and implementing the Indigenous Rights Unit's Strategic Plan;
- develop strong partnerships with the HRLC's key stakeholders and donors;
- assist with the induction and supervision of legal and paralegal volunteers and interns;
- assist with the supervision of junior lawyers;
- assist with HRLC seminars, events, publications and fundraising; and
- undertake administrative tasks as required in a small team.

## **Qualifications and Experience**

### ***Essential***

- the ability to work within a culturally informed and respectful approach with Aboriginal and Torres Strait Islander peoples and organisations;
- at least five years relevant post-admission legal practice experience;
- knowledge of and a commitment to human rights principles and practice;
- excellent oral and written communication skills;
- strong interpersonal 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;
- a high degree of professionalism and a reputation for integrity, discipline and attention to detail;
- ability to work efficiently and effectively under a high degree of pressure;
- ability to work effectively in a small, dynamic and motivated team; and
- proficiency in Microsoft Office applications.

### ***Highly Desirable***

- lived experience and/or direct experience working in or with Aboriginal and Torres Strait Islander organisations and communities;
- experience undertaking strategic litigation;
- experience working with the media;
- experience in international human rights law; and
- experience working in a public interest, social justice or human rights not for profit organisation.

## Terms and Conditions

- The salary will be in the range of \$75-83,000 per annum plus 9.5% superannuation (1.0 EFT) depending on qualifications, experience and other relevant considerations.
- 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, paid leave between Christmas and New Year in addition to the normal annual leave provision, opportunities for professional development, and a workplace culture that is professional, dedicated, collaborative and dynamic.
- The position will involve travel and work outside normal business hours.
- The position will be for a 12 months fixed term period. Subject to funding, the position may be extended.

## Applications

- Applications should be sent by email to Ruth Barson at [ruth.barson@hrlc.org.au](mailto:ruth.barson@hrlc.org.au) and should comprise:
  - a cover letter addressing the selection criteria describing relevant experience and qualifications and why you would like to join the Human Rights Law Centre (maximum 2 pages); and
  - your resume.
- Closing date for applications is **5pm on Friday 3 June 2016**.
- Shortlisted applicants will be contacted by telephone. Interviews will most likely be conducted during the week of 13 June 2016.

## 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, contact Ruth Barson on 0417 773 037.