

**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 lawyer to work in our Indigenous Rights Unit. This is a new position.

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 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 priorities:

- reducing the over-representation of Indigenous peoples in all aspects of the criminal justice system including issues relating to imprisonment rates, police powers, conditions in detention and the nexus between the child protection system and over-representation;
- ensuring access to basic social and economic rights in remote Indigenous communities, including 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 Lawyer Role

A new and exciting opportunity has arisen for a lawyer to work as part of our Indigenous Rights Unit. This position will work alongside the Unit's Director and Senior 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 highly motivated, dynamic and collaborative individual. This position is aimed at lawyers with less than 2 years post-admission legal practical experience.

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

Key Responsibilities

In conjunction with other HRLC staff, the lawyer will:

- undertake and support research, advocacy, litigation and education to promote and protect the rights of Aboriginal and Torres Strait Islander peoples;
- facilitate the provision of pro bono legal advice 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;
- assist with the induction and supervision of legal and paralegal volunteers and interns;
- respond to, and assist with the supervision of volunteer responses to, initial inquiries for legal assistance across a range of legal areas;
- assist with seminars, events and fundraising; and
- undertake administrative tasks as required in a small team.

Qualifications and Experience

Essential

- a degree in law and admission to practise as a lawyer in Australia;
- a commitment to human rights principles and practice;
- the ability to work with a culturally informed and respectful approach with Aboriginal and Torres Strait Islander peoples and organisations;
- 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;
- commitment to promoting and protecting human rights; and
- proficiency in Microsoft Office applications.

Highly Desirable

- direct experience working in or with Aboriginal and Torres Strait Islander organisations and communities;
- 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 \$55-58,000 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 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 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 occasional 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 Ben Schokman, Director – Indigenous Rights Unit at ben.schokman@hrlc.org.au and should comprise:
 - a cover letter 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 4 December 2015**.
- Shortlisted applicants will be contacted by telephone. Interviews will most likely be conducted during the week of 14 December 2015.
- The position will preferably commence in January or February 2016.

Further Information

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

For further information about this position, contact the Director of the Indigenous Rights Unit, Ben Schokman, on (03) 8636 4451.