

**Director of Advocacy**  
**0.8 EFT, 12 months fixed term**



**The Human Rights Law Centre, a leading national human rights advocacy organisation based in Melbourne and Sydney, seeks a Director to lead our work on business and human rights.**

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

The Human Rights Law Centre is a leading national organisation that protects and promotes human rights in Australia and in Australian activities overseas using an integrated strategic combination of legal action, advocacy, research, education and UN engagement. 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 has offices in Melbourne and Sydney.

### **About the role**

An exciting opportunity has arisen for an experienced lawyer and advocate to lead the HRLC's work on business and human rights. The successful candidate will also be required to work on the HRLC's other strategic priority areas and assume a leadership role within the organisation, in particular by managing aspects of the centre's legal practice in its Melbourne office.

Ideally this position will be based in Melbourne, however the HRLC will consider exceptional Sydney-based candidates. We are seeking a lawyer with more than eight years post-admission experience, with a focus on business and human rights and corporate accountability.

### **Key Responsibilities**

Reporting to the Executive Director, the Director of Advocacy will:

- design and implement a high-impact strategic plan that:
  - develops judicial and non-judicial mechanisms to hold Australian companies accountable for the adverse human rights impacts of their overseas operations; and
  - drives the Australian Government to ensure that its laws, policies and practices protect against and respond to corporate human rights violations;□
- identify opportunities for corporate accountability casework, including strategic litigation in Australian courts and complaints to non-judicial grievance mechanisms, to hold Australian companies accountable for human rights abuses in their overseas operations;
- coordinate corporate accountability casework and litigation in partnership with local communities, civil society organisations and pro bono legal teams;
- coordinate and undertake research, education and advocacy on business and human rights including drafting reports, submissions and other publications, media advocacy in print, radio and television media, political engagement, engagement with the corporate sector and public speaking;
- develop and maintain strong networks with Australian and global civil society organisations, contributing, and in some instances leading, sector-wide efforts to enhance corporate

accountability for human rights violations and the effective implementation of the UN Guiding Principles on Business and Human Rights;

- undertake the above duties on other HRLC strategic priority areas;
- in conjunction with the Executive Director and fundraising coordinator, identify and secure adequate human and financial resources to support the HRLC's work on business and human rights and other strategic priority areas as required;
- supervise lawyers, secondees, interns and volunteers and assist with recruitment;
- work with other staff to assist with seminars and events, fundraising (including drafting grant applications and acquittal reports), publications and marketing;
- develop strong partnerships with the HRLC's key stakeholders;
- contribute to the development and evaluation of the HRLC's strategic plan;
- together with other Directors, undertake a leadership role in the HRLC, in particular by managing aspects of the centre's legal practice in its Melbourne office; and
- undertake administrative tasks as required in a small team.

#### **Qualifications and Experience**

- at least eight years post-admission legal practice experience with eligibility to practice as a lawyer in Australia;
- extensive knowledge of human rights law and principles, including in relation to business and human rights;
- capacity to think strategically and advocate effectively to influence public and private sector actors;
- demonstrated ability to develop respectful and empowering relationships with communities affected by human rights violations;
- excellent oral and written communication skills, including experience in report-writing, public speaking and media advocacy;
- 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;
- commitment to working in a way that is innovative, flexible and collaborative;
- ability to work effectively in a small, dynamic and motivated team.

#### **Terms and Conditions**

- The salary will pro rata of the range of \$95,000 to \$101,250 per annum plus 9.5% superannuation depending on qualifications, experience and other relevant considerations.
- We are ideally looking for a 4 day per week (0.8EFT) position but will consider 3 or 5 days per week.

- 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.
- Ideally this position will be based in Melbourne, however the HRLC will consider exceptional Sydney-based candidates
- The position will involve domestic and international 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 Rachel Ball at [rachel.ball@hrlc.org.au](mailto:rachel.ball@hrlc.org.au) and should comprise:

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

Please make your application a single PDF document with your name in the document title.

The closing date for applications is **Friday 2 December 2016**.

Shortlisted applicants will be contacted by telephone. Interviews will most likely be conducted during the week of 12 December 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 Rachel Ball on 0434 045 919.