

Position Description

Senior Solicitor, Strategic Litigation

Fixed term 12-month contract, parental leave cover
Full time five days per week, with part-time considered
Sydney based

1. The Justice and Equity Centre

The Justice and Equity Centre (formerly the Public Interest Advocacy Centre) is a leading social justice law and policy centre. We build a fairer, stronger society by helping to change laws, policies and practices that cause injustice and inequality.

Our work combines:

- legal advice and representation, specialising in test cases and strategic casework;
- research, analysis and policy development; and
- advocacy for systems change and public interest outcomes through media, communications, submissions and engagement with decision-makers.

We work across 5 focus areas: First Nations justice; reducing homelessness; disability rights; energy and water justice; and civil rights.

2. Strategic Litigation

The JEC's Strategic Litigation practice focuses on strategic legal casework, specialising in test cases, and provides legal expertise on systemic policy and law reform issues. The team leads and contributes to priority projects aimed at achieving social justice and systemic change.

3. Position overview

Reporting to the Principal Solicitor, the Senior Solicitor will work as part of the JEC's strategic litigation practice, working primarily on the JEC's Policing and Detention, NDIS and Disability Rights projects. The Senior Solicitor will undertake both public interest litigation and policy work and work closely with relevant stakeholders in the development and progress of our project work.

We are seeking a person who will exercise initiative, judgment and have significant responsibility in managing their workload. They must have a commitment to working in collaboration with JEC partner organisations, and the ability to manage a diverse range of stakeholder relationships.

JEC senior solicitors have responsibilities for developing and leading projects; supervising junior solicitors, interns, paralegals and Practical Legal Training placement students; and are expected to perform all accountabilities at a high level.

Aboriginal and Torres Strait Islander solicitors and solicitors with a disability are strongly encouraged to apply.

4. Major accountabilities

- 4.1 Develop and pursue innovative legal strategies to advance the JEC's strategic priorities.
- 4.2 Undertake strategic litigation, including as part of projects or campaigns to effect systemic change.
- 4.3 Develop relationships and liaise with key partner organisations and other stakeholders relevant to the JEC's project work.
- 4.4 Support and/or supervise junior solicitors, interns and paralegal staff.
- 4.5 Draft submissions, reports, articles and media releases to communicate the JEC's policy positions to decision makers and the community.
- 4.6 Contribute to the JEC's policy and political advocacy to promote social justice.
- 4.7 Contribute to the planning and management of projects to achieve outcomes consistent with the JEC's strategic priorities.
- 4.8 Provide regular reports for the JEC Board addressing outcomes and impact.
- 4.9 Support the successful implementation of the JEC's Reconciliation Action Plan.

5. Knowledge, skills and experience

Essential

- 5.1 Eligible for a practicing certificate in NSW.
- 5.2 At least **five** years' post-admission experience in legal practice relevant to the JEC's legal practice areas.
- 5.3 Sound legal casework skills, including experience in litigation and the ability to undertake high quality legal research, draft effective briefs, advice and legal correspondence;
- 5.4 Capacity to identify and develop innovative legal strategies to address public interest issues;
- 5.5 Excellent writing skills for the drafting of legal documents, submissions, reports and other publications;
- 5.6 Sound interpersonal skills and experience developing formal and informal relationships and networks with clients and stakeholders;
- 5.7 Experience supervising other members of a legal team;
- 5.8 Demonstrated commitment to social justice.

Desirable

- 5.9 Litigation experience in the NSW Supreme Court and/or Federal Court of Australia.

- 5.10 Experience in discrimination law, intentional torts, or criminal justice law or policy.
- 5.11 Demonstrated experience working with clients from a diverse range of backgrounds, including Aboriginal and Torres Strait Islander people, people with a disability, young people and people from culturally and linguistically diverse backgrounds.

6. Conditions

We are an equal opportunity employer and are committed to promoting a diverse and inclusive workforce.

The salary range for this position is \$132,738 to \$142,211 commensurate with experience, plus leave loading and superannuation.

We are a Public Benevolent Institution and are currently able to offer salary packaging options subject to our Salary Sacrifice Policy. Staff who take full advantage of salary packaging options can significantly increase their take-home pay.

Our Enterprise Agreement provides benefits including additional paid leave between Christmas and New Year and paid cultural and ceremonial leave. See further: [Justice and Equity Centre Enterprise Agreement](#).

The position is offered as a fixed-term role for 12-months, full-time with part-time considered.

We are committed to flexible working arrangements and providing opportunities for professional development and mentoring. Our workplace culture is collaborative, dynamic and committed to cultural safety.

7. Applications

Your application should be no longer than 6 pages in total. An application should comprise a cover letter, resume, and a statement outlining your suitability for the role with reference to the selection criteria (see 'knowledge, skills and experience').

Applications should be sent by email to jobs@jec.org.au.

Inquiries about the position should be addressed to:

Jonathan Hall Spence

Principal Solicitor

jhallspence@jec.org.au

If you would like to discuss the recruitment process and any reasonable adjustments you may require, please contact jobs@jec.org.au.