

Director of Legal Advocacy
1.0 EFT, 12 months fixed term



The Human Rights Law Centre, a leading national human rights advocacy organisation, seeks a Director of Legal Advocacy to lead our Sydney office and democratic freedoms work.

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 a 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 democratic freedoms. The successful candidate will also assume a leadership role within the organisation, in particular by managing the centre's legal practice and staff in its Sydney office.

The HRLC's democratic freedoms work focuses on:

- Promoting free assembly rights and challenging state anti-protest laws.
- Protecting the ability of civil society organisations to speak out and engage in public debate.
- Defending the rule of law and the institutions that protect and promote human rights in Australia.
- Promoting press freedom and whistleblower protections.

The work is both responsive and agenda-setting, working closely with Australian civil society to identify and address systemic issues. It builds on our Safeguarding Democracy report which was launched in 2016.

This position is based in Sydney and may also work across other HRLC priority areas. In addition to this position, the HRLC's Sydney office will be staffed by an HRLC lawyer, a secondee lawyer and volunteers.

Key Responsibilities

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

- identify opportunities for protecting democratic freedoms through legal action in Australian courts and complaints to UN bodies;
- coordinate legal action on democratic freedoms in partnership with civil society organisations and pro bono legal teams;
- coordinate and undertake research, education and advocacy on democratic freedoms including drafting reports, submissions and other publications, media advocacy in print, radio and television media, political engagement, engagement with the community 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 democratic freedoms;
- implement, refine and evaluate the HRLC's democratic freedoms strategic plan;

- in conjunction with the Executive Director and Development Manager, identify and secure adequate human and financial resources to support the HRLC's work on democratic freedoms 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 implementing, refining and evaluating the HRLC's overall strategic plan and the democratic freedoms strategic plan;
- together with other Directors, undertake a leadership role in the HRLC, in particular by managing the centre's legal practice and staff in Sydney; and
- undertake administrative tasks as required in a small team.

While the position will focus on democratic freedoms, the Director of Legal Advocacy may be required to undertake duties on other HRLC strategic priority areas.

Key selection criteria

- admitted to practice law in Australia and at least eight years post-admission legal practice experience, preferably with a focus on litigation;
- strong commitment to and extensive knowledge of human rights law and principles, including in relation to democratic freedoms;
- capacity to think strategically and advocate effectively to promote positive change, particularly working in partnership with civil society organisations;
- excellent oral and written communication skills, including experience in writing reports or submissions, public speaking and media advocacy;
- strong interpersonal skills and the ability to develop relationships of trust and confidence with diverse stakeholders, including community partners, pro bono lawyers, politicians, public servants, academics, donors and the media;
- ability to work efficiently and effectively under pressure
- 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 be up to \$114,000 per annum plus 9.5% superannuation, depending on qualifications and experience considerations.
- We are ideally looking for a full time position but will consider 0.8 or 0.9 EFT.
- 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, five weeks of annual leave, opportunities for professional development, and a workplace culture that is professional, dedicated, collaborative and dynamic.

- This position will be based in Sydney.
- The position will involve domestic travel and work outside normal business hours. It may also involve international travel.
- 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 Emily Howie at emily.howie@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 15 September 2017**.

Shortlisted applicants will be contacted by telephone. Interviews will most likely be conducted between 25 and 27 September 2017.

Further Information

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

For further information about this position, contact Emily Howie on (02) 8599 2110.