

Recruitment Pack – Director, Aboriginal and Torres Strait Islander Peoples’ Rights

January 2023

The Human Rights Law Centre, a leading national human rights organisation, seeks a Director to lead our Aboriginal and Torres Strait Islander Peoples’ Rights team and program of work. This ongoing full-time position is part of our leadership team and reports to the Chief Executive Officer. The Human Rights Law Centre supports flexible and remote working. We have offices in Melbourne, Sydney and Darwin and will consider applicants from anywhere in Australia.

This position is only open to Aboriginal or Torres Strait Islander applicants.

The filling of this position is a special/equal opportunity measure and/or a genuine occupational requirement under the Racial Discrimination Act 1975 (Cth) and the Equal Opportunity Act 2010 (Vic).

About the Human Rights Law Centre

The Human Rights Law Centre uses strategic legal action, policy solutions and advocacy to support people and communities to eliminate inequality and injustice and build a fairer, more compassionate Australia.

Our vision is an Australia where everyone is free to lead a decent, dignified life; where our laws, policies and institutions promote fairness and equality; and where people and communities have the power to address inequality and injustice and ensure that governments always act in the public interest.

The Human Rights Law Centre is a registered charity with a diverse [staff team](#) and [board](#) with a strong, shared commitment to creating a better, fairer Australia.

About the role

This is an exciting position leading an important area of the Human Rights Law Centre’s strategic plan. In this role, you will:

- manage a legal team working across multiple impact areas
- shape the long-term strategic direction of our Aboriginal and Torres Strait Islander Peoples Rights work;

- be an active member of the Centre's leadership team and contribute to the development, culture and strategy of the whole organisation, including how we support Aboriginal and Torres Strait Islander peoples' right to self-determination; and
- empower, support and manage a talented team of legal and advocacy staff to change laws and policies that create inequality and injustice.

Current strategic goals for our Aboriginal and Torres Strait Islander Peoples' rights work are:

- *Removing racial injustice from the criminal legal system*
We work to end the mass-imprisonment and deaths in custody of Aboriginal and Torres Strait Islander people and challenge the lack of police accountability.
- *Ensuring Aboriginal and Torres Strait Islander children are treated fairly and equally in the criminal legal system*
We advocate for a fair and compassionate youth legal system that ensures Aboriginal and Torres Strait Islander children are not locked up and instead, can reach their full potential, supported by their families and in the community.
- *Securing economic justice through a fair social security system*
We work to end the federal government's oppressive targeting of Aboriginal and Torres Strait Islander people through the social security system and to advocate for a fair social safety net so that all people can live a dignified life.

Our Partnership Principles and Reconciliation Action Plan provide a framework for working in solidarity with Aboriginal and Torres Strait Islander people and organisations and promoting their right to self-determination. We are also undertaking work to further improve how we support self-determination and cultural safety.

Key responsibilities

Reporting to the Chief Executive Officer, the Director will:

Lead the Aboriginal and Torres Strait Islander Peoples' rights work

- Facilitate the development and implementation of the organisation's strategy for its Aboriginal and Torres Strait Islander Peoples' rights work within the context of the broader organisational strategic plan.
- Develop and maintain relationships with key stakeholders including community partner organisations and coalitions, politicians and the media.
- Publicly represent the organisation and its Aboriginal and Torres Strait Islander Peoples' Rights work.
- Have input into the fundraising and budget for the organisation's Aboriginal and Torres Strait Islander Peoples' rights work.

Manage the legal team

- Manage, supervise and empower a team of lawyers and advocates
- Ensure impact area work plans align to Centre's strategic direction and monitor and support staff to fulfil their objectives

Contribute to the leadership of the Human Rights Law Centre

- Work with the Human Rights Law Centre's leadership team to shape and implement the organisation's strategy and development, promote staff wellbeing and build a culture of impact, innovation, integrity, shared purpose and collaboration.

The Human Rights Law Centre recognises and values the cultural contributions, responsibilities and experiences that Aboriginal and Torres Strait Islander staff bring. There is significant flexibility in this role and an opportunity for the successful person to shape the position to suit their skills and experience (including scope to share or delegate the abovementioned responsibilities to the extent that may be required to support an appropriate candidate in the role). You will be provided with management support, peer support from other directors, a collaborative and flexible work environment and opportunities for growth and development. We are open to supporting a talented candidate with less experience to grow and develop in the role.

Key selection criteria

Essential

- Leadership and management experience with an ability to effectively supervise and support a team.
- Strong and constructive relationships with Aboriginal and Torres Strait Islander organisations.
- The ability to oversee, develop and implement strategy to achieve legal and policy change using advocacy, legal action, policy solutions or campaigns.
- Experience working on human rights or social justice issues.
- At least 5 years' experience working in a legal, policy or advocacy setting.
- Stakeholder engagement skills and experience with forming and managing diverse and constructive relationships, for example with not-for-profit organisations, politicians, government advisors and public servants.
- Strong communication skills, including experience in, or a willingness to engage in, public speaking and media advocacy.

Desirable

- A law degree and legal practice experience.

Terms and conditions

- This is an ongoing position with an annual full-time salary of \$ \$132,187.4 plus 10.5% superannuation.
- The Human Rights Law Centre's Enterprise Agreement provides benefits including 5 weeks annual leave, paid cultural and ceremonial leave, 4 wellbeing days, flexible work arrangements and generous and flexible parental leave. See further: [Human Rights Law Centre Enterprise Agreement](#).
- The position is proposed as full-time, however we are open to flexibility and responses from applicants proposing alternative part time and/or job-share arrangements.

- The Human Rights Law Centre 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 Human Rights Law Centre offers flexible working arrangements, opportunities for professional development and mentoring, and a workplace culture that is collaborative, dynamic, values diversity and is committed to learning and looking after each other.
- The position involves domestic travel as well as some work outside normal business hours.

Applications

We are now receiving applications on a rolling basis. You are encouraged to apply as soon as possible, as we will be reviewing applications as they are received.

Applications should be sent by email to Caitlin Reiger, Chief Executive Officer at jobs@hrlc.org.au and should comprise:

- a cover letter (maximum 2 pages); and
- your resume (maximum 4 pages).

Further information

For further information about the Human Rights Law Centre, see www.hrlc.org.au. For further information about this position, email jobs@hrlc.org.au.