

Senior Lawyer
1.0 EFT, 12 months fixed term
parental leave cover position



The Human Rights Law Centre, a leading national human rights advocacy organisation, seeks a Senior Lawyer to work across our Asylum Seeker and Refugee Rights and Business and Human Rights programs. This is a 12 month full-time parental leave cover position based in Melbourne.

About the Human Rights Law Centre

The Human Rights Law Centre uses a strategic combination of legal action and advocacy to eliminate inequality and injustice and build a fairer, more compassionate Australia. Our vision is an Australia where everyone can lead a decent, dignified life, where our laws, policies and institutions promote fairness and equality and where people and communities have the power to ensure that governments always act in the public interest.

Two of the HRLC's strategic focus areas are the rights of refugees and people seeking asylum, and business and human rights. Our refugee rights work aims to replace Australia's cruel deterrence regime with a fair and humane response to forced displacement focussed on safe passage, which treats people seeking asylum with dignity, compassion and respect. Our business and human rights work seeks to ensure that Australian companies respect human rights wherever they operate and to hold them accountable where they fail to do so. Our work currently focusses on developing better accountability frameworks and pathways to justice in Australia for human rights violations committed by Australian companies overseas.

About the Senior Lawyer Role

An exciting opportunity has arisen for a Senior Lawyer to work across our Asylum Seeker and Refugee Rights and Business and Human Rights programs, with an equal split of work across both programs. We are seeking a highly motivated, dynamic, skilled and collaborative individual with a strong background in litigation. This position will be based in Melbourne. It is a full-time parental leave cover position for a 12 month fixed term. Part-time applications will also be considered.

Key Responsibilities

Reporting to the Legal Directors of our Asylum Seeker and Refugee Rights and Business and Human Rights programs, the Senior Lawyer will:

- identify opportunities for strategic litigation and coordinate litigation in partnership with pro bono legal teams and other not for profit organisations;
- coordinate and undertake advocacy (including media appearances and public speaking), policy research and submissions and project management to support the programs' respective work;
- assist with strategic planning, liaison with funders, communication and fundraising for the program areas and the HRLC more broadly;
- develop strong partnerships with the HRLC's key stakeholders and donors;
- assist with the supervision of lawyers;
- assist with the induction and supervision of legal and paralegal volunteers and interns;
- assist with HRLC events and publications; and

- undertake administrative tasks as required in a small team.

Qualifications and Experience

Essential

- at least five years relevant post-admission legal practice experience, with a strong background in litigation;
- relevant experience in policy and law reform advocacy;
- knowledge of and a commitment to human rights principles and practice;
- the ability to work sensitively and respectfully with refugees and people seeking asylum and other vulnerable client groups;
- 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.

Highly Desirable

- direct experience working in or with refugees and people seeking asylum and organisations that work with them;
- experience in international human rights law, particularly in refugee law and/or business and human rights; and
- experience working in a public interest, social justice or human rights not for profit organisation.

Terms and Conditions

- The salary will be up to \$92,000 per annum plus 9.5% superannuation depending on qualifications, experience and other relevant considerations.
- 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, 5 weeks annual leave, opportunities for professional development, and a professional, dedicated, collaborative and dynamic culture.
- The position will involve travel and work outside normal business hours.
- The position will be for a 12 months fixed term period.
- This is a full-time position. However we will also consider part-time applications (for example filling the vacancy by engaging two staff working part-time 0.5EFT in each program area).

Applications

Applications should be sent by email to Katie Robertson and Keren Adams, Legal Directors at jobs@hrlc.org.au and should comprise:

- a cover letter (1 page);
- a statement addressing the selection criteria (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 **Sunday 19 May 2019**.

Applicants who are Aboriginal and Torres Strait Islander, who have a refugee background or other relevant lived experience are encouraged to apply.

Further Information

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

For further information about this position, contact Katie Robertson (refugee rights) at katie.robertson@hrlc.org.au or Keren Adams (business and human rights) at keren.adams@hrlc.org.au