**Solicitor, ALS Family Violence Unit**

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| **Contract type** | Full time, fixed term up to 31 December 2023 |
| **Salary range** | $78,783 to $99,917 depending on experience |
| **Location** | Canberra or Nowra  |
| **Submit applications to** | Zoe De Re  Acting Principal Solicitor (Care & Protection/Family Law Practice) Aboriginal Legal Service (NSW/ACT) LimitedE  zoe.dere@alsnswact.org.au P (02) 6623 4450  |
| **Applications close** | Friday 25 February 2022 |
| **Recruitment notes** | The successful applicant will need to have a willingness and ability to travel to regional and metropolitan locations, conferences (local and interstate) and events. This may include overnight stays. The position offered to the Employee is subject to the Employee agreeing to a Police Check and a Working with Children Check. It is a condition of employment at the ALS to be double vaccinated against COVID -19 . |
| **Employee benefits** | ***Salary Sacrificing***At the time of advertising, the ALS is deemed to be a Public Benevolent Institution. As a result, the ALS currently offers the option of Salary Sacrificing a portion of an Employee’s salary (Salary Packaging). Salary Packaging allows employees to elect an amount, up to the annual Australian Taxation Office limit (currently $15,900 per FBT year), to be deducted from their before tax salary. Salary Sacrificing is dependant on the Employee’s personal circumstances, the ALS cannot provide financial advice.  |
| **Application sections and checklist** | Before submitting your application please make sure you have completed all the requirements of the application. 1. Completed ALS Application Form
2. Cover Letter responding to how you meet the selection criteria
3. Up to date Resume / Curriculum Vitae (CV)
4. A copy of your current driver’s license
5. A copy of your Working With Children’s Check
6. Your COVID-19 Vaccination certificate
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| **Position Description** | The Position Description can be found at the end of this document.  |

**ALS Employment Application Form**

This form must be completed by all applicants.

By submitting this application, you are acknowledging that the information provided on this form and in the attached documents is true and correct.

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| **First name** |  |
| **Last name** |  |
| **Preferred name** |  |
| **Phone number**  |  |
| **Email address**  |  |
| **Residential address** |  |
| **Have you attached a copy of your current drivers’ licence?**  | ***Yes*** ***No*** |
| **Have you attached a copy of your COVID-19 vaccination certificate?**  | ***Yes*** ***No*** |
| *Due to the nature of our work many of our positions require Employee’s to obtain and maintain a satisfactory Working with Children Check, National Police Check and a Criminal Police Check.*  |
| **Do you consent to undertaking a Police Check?** *Please note that not all items which appear on a Police Check will prevent a person from obtaining employment.* | ***Yes*** ***No*** |
| **Do you consent to undertaking a Working with Children Check?**  | ***Yes*** ***No*** |
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| *All employees must provide details of two (2) Referees who are able to provide feedback on your past employment experience.* *If you do not have an employment references, please provide the details of 2 people who are able to act as a Referee. These people should not be relatives.*  |
| **I give consent to the ALS contacting the Referees listed below in relation to my application** | ***Yes*** ***No*** |
| *If you have answered “No”, please provide a reason* |  |
| **Referee One**  |
| **Name** |  |
| **Phone number**  |  |
| **Email address** |  |
| **Working relationship** |  |
| **Referee Two** |
| **Name** |  |
| **Phone number**  |  |
| **Email address** |  |
| **Working relationship** |  |

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| **How did you hear about this position?** *For example:* *ALS Website, Facebook, ALS Employee, Ethical Jobs, Koori Mail, Community Notice Board etc*  |  |

**POSITION DESCRIPTION**

**SOLICITOR - GRADE 3-4 (INTERMEDIATE / SENIOR)**

**family violence prevention UNIT**

**VARIOUS LOCATIONS (NOWRA, NSW and CANBERRA)**

**PRIMARY OBJECTIVE**

The primary objective of the position is to deliver of culturally appropriate legal advice, and representation to clients experiencing or at risk of family and domestic violence in accordance with the ALS policies, procedures and guidelines in Care & Protection/Family Law including early intervention and outreach services, community legal education and referrals.

The position holder will work autonomously, under the supervision of the Managing Solicitor – Family Violence Prevention Unit (FVPU), or their delegate, and seek advice and support on a regular basis consulting with them before determining legal issues in complex matters.

The position requires a great deal of dedication; a very high level of professionalism and legal acumen; a prodigious aptitude for attention to detail; and a capacity and willingness to function as both a mentor and/or supervisor and advocate simultaneously (where appropriate and directed) whilst serving Aboriginal and Torres Strait Islander clients.

This is an important position within the ALS and is guided in its decision-making by relevant legislation and professional obligations, ALS policies, practices and guidelines.

**REPORTING RELATIONSHIPS**

Duties are performed under the ultimate guidance and direction of the ALS Chief Executive Officer.

The position reports directly to their Managing Solicitor – Family Violence Prevention Unit (FVPU), or as directed by the Principal Solicitor.

The position holder will work collaboratively with colleagues to build a collaborative, productive and positive team and office environment.

**ORGANISATIONAL ENVIRONMENT**

The ALS aims to provide culturally appropriate information and referral, legal advice and court representation to Aboriginal and Torres Strait Islander men, women and children in NSW and ACT.

The ALS has recently received funding in order to provide legal services in Canberra, ACT and on the South Coast of NSW (in Nowra) through the FVPU. This is a holistic service providing legal representation, advice, casework assistance and referrals to Aboriginal families impacted or affected by family violence, and related issues such as homelessness or contact with child protection. The FVPU also seeks to provide early support around intervention and community education around alternative pathways to ensure children are not removed from families and communities.

The ALS is committed to achieving justice for Aboriginal people and the Aboriginal community. The ALS remains committed to being community focussed; being fearless in our advocacy; accountable and ethical and aiming to make a difference to create better futures; while also acknowledging and respecting Aboriginal traditional values and cultural practices.

The Aboriginal Legal Service NSW/ACT Limited (ALS) is a public company limited by guarantee and a registered charity.

**Key Communications**

This position requires a hands-on, practical and flexible approach to problem solving, and excellent communication, negotiation and organisational skills and the ability to act autonomously and within a team environment.

***Internal:*** The position holder will liaise closely with the Managing Solicitor – Family Violence Prevention Legal Service. They will also interact regularly with their Legal Colleagues, Casework and Community Engagement Officer and Administrative staff.

***External:*** Externally the position holder will be required to establish and maintain relationships with a diverse range of stakeholders. The position holder will have regular contact with clients and potential clients requiring legal assistance, taking instructions, where appropriate and providing oral and written advice.

**Key Responsibilities and Accountabilities**

Perform responsibilities to a high standard within agreed timelines and in line with ALS vision, mission and values.

Key responsibilities include, but are not limited to:

* Providing high quality and culturally appropriate legal advice and representation to Aboriginal and Torres Strait Islander clients in domestic violence, care and protection and family law and assisting them in resolving their legal problems and undertaking court responsibilities.
* Supporting the state-wide helpline by providing legal advice and referrals to vulnerable Aboriginal and Torres Strait Islander clients experiencing family and domestic violence.
* Attending Duty Lawyer Services for domestic violence matters at designated local courts.
* Providing considered, independent, balanced and professional legal advice in the areas of family law, care & protection and civil law.
* Effectively balancing the requirements of managing a busy caseload with contributions to submissions on law reform and policy.
* Maintaining an up-to-date knowledge of a diverse range of emerging legal issues, case law and court procedures.
* Maintaining and enhancing professional competence, including maintaining a practising certificate, keeping abreast of legal developments, changes in ALS policies, systems, guidelines, practices and community needs.
* Communicating with, taking instructions from, and effectively representing Aboriginal & Torres Strait Islander clients experiencing family and domestic violence who may present as distressed, have a physical or intellectual disability, or have problem behaviours such as drug or alcohol addictions, when the legal concepts involved are complex and difficult for the client to understand.
* Ensuring the lawful achievement of ALS core business objectives to the highest standards of probity and efficiency, and with due reference to the interests of all stakeholders.
* Maintaining all files in an orderly and professional manner, including the recording of all data for statistical purposes.
* Managing systems and technology which have a significant impact on the legal practice, including adapting to and enhancing the use of these systems.
* Working collaboratively as a team member.
* Contributing to submissions on law reform and policy, and representing the ALS-FVPU at meetings with stakeholders, conferences and seminars as directed.
* Delivering targeted community legal education on family and domestic violence to Aboriginal and Torres Strait Islander communities and clients.
* Ensuring all duties and activities are carried out in an ethical manner, complying with ALS policies, procedures and any other applicable guidelines or legislation.
* Travel to regional and interstate locations for work purposes. *An inherent requirement of the job is the ability to independently travel to regional locations by car for work purposes, therefore a current driver’s licence is required (the ALS is an Equal Opportunity Employer and will consider reasonable adjustments where an employee cannot meet this requirement due to a disability or their age).*
* Where directed, acting as a mentor to more junior solicitors regarding law, procedure and the operations of the ALS and monitoring continuing legal education.
* Where directed, overseeing the allocation of work and management of workloads including briefing and assignment of work to external legal representatives.

**Knowledge, Skills and Experience**

***Essential Criteria***

To be successful in this position you will need to demonstrate:

* Knowledge and appreciation of the cultural and social needs of Aboriginal people combined with continuing respect and support for Aboriginal cultural practices when considering service delivery and other support for clients, their families, communities and staff.
* Legal qualifications and a current NSW or ACT Practising Certificate (or be able to obtain one immediately).
* Up-to-date knowledge of and experience in Domestic Violence, Care & Protection and Family Law matters in either NSW or the ACT, including court practice and procedure.
* Experience in planning, coordinating and delivering legal education.
* Understanding of the dynamics of family and domestic violence and its effect on Aboriginal and Torres Strait Islander families.
* Proven capacity to identify and understand legal issues facing socially and economically disadvantaged Aboriginal and Torres Strait Islanders peoples.
* Capacity and motivation to provide quality legal representation to Aboriginal people in rural and remote communities.
* Excellent written and oral communication skills combined with strong time management, legal research and problem-solving skills.
* Ability to meet deadlines, work autonomously and manage a diverse workload
* Excellent analytical and research skills.
* A willingness and ability to travel to ALS’ various offices (regional and metropolitan), conferences (local and interstate) and events.

***Desirable Criteria***

* A minimum of 3 years’ experience working in Domestic Violence, Care & Protection and/or Family Law matters.
* Experience conducting matters in Local Courts/Magistrate’s Courts, Children’s Courts, Family Court, District Court, Supreme Court and/or Circuit Court (requiring travel).