

Exciting opportunity to work within a unique  
and innovative practice at Redfern Legal Centre

## Solicitor – Police Powers and Generalist Practice

Redfern Legal Centre identifies inequalities in the legal system and society generally, that adversely and disproportionately affect people experiencing disadvantage. RLC achieves social and legal change to address those inequalities. We do this through providing free legal services, including legal advice and representation and referrals to provide holistic solutions; engaging in policy and law reform work for systemic change; and empowering and building capacity in the community and within the legal profession.

**Redfern Legal Centre is seeking a part time solicitor to work with RLC's police powers and generalist practices**

This position suits an enthusiastic and dynamic lawyer who enjoys working with people experiencing disadvantage and assisting to create systemic change. The successful applicant will be eligible to hold a NSW practising certificate and have at least 12 months experience advising clients and/or conducting casework in relation to police powers, criminal law or general civil law.

Experience in running test cases, organising campaigns and activities and/or conducting media work aimed at achieving systemic reform would be an advantage.

The position will be predominantly within the Police Accountability Practice (3 days a week) with an optional additional day in the Generalist Practice which focuses on a range of generalist civil law areas, including advice and casework in discrimination, victims of crime applications and minor criminal law. The position will also provide initial advice and internal referrals to RLC's main practice areas, including: credit, debt and consumer law, employment law, tenancy and financial abuse.

**Status:** This is a short-term, part-time position to 30 June 2023, between 21 – 28 hours per week depending on the preference of the successful candidate.

**Salary and benefits:** \$98,353 - \$104,861 pro rata, depending on qualifications and experience.



Superannuation and annual leave loading is paid in addition to this and salary packaging\* is available. In addition to being a flexible workplace, RLC offers a 35 hour working week, time in lieu options and a 2 week end of year closure on top of 4 weeks annual leave.

*\* As a Public Benevolent Institution, Redfern Legal Centre is able to offer staff generous salary packaging options. The tax savings for a staff member choosing to take full advantage of the salary packaging option mean that their take home salary may be increased by up to \$6,000 per annum.*

For the information package and selection criteria go to our website at [www.rlc.org.au](http://www.rlc.org.au).

**Redfern Legal Centre welcomes applications from First Nations people, people from diverse cultural backgrounds and people with disability.**

**No application close date, please apply as soon as possible**

**Vaccination:** It is a requirement of employment at Redfern Legal Centre to be fully vaccinated for Covid-19.

*Applications that do not address the selection criteria will not be considered.*

# Selection Criteria

## **Essential**

1. Qualified to practice as a solicitor in NSW and holds or is eligible to hold a current practising certificate and at least 12 months post-admission experience advising clients and/or conducting casework in relation to police powers, criminal law or general civil law.
2. Commitment to the objectives of Community Legal Centers.
3. Demonstrated ability to take initiative, accept responsibility, and work with limited supervision providing advice and conducting casework on a range of civil legal issues.
4. Demonstrated ability to work with people experiencing vulnerability, including Aboriginal and Torres Strait Islander people and people from non-English speaking backgrounds.

## **Desirable**

5. Experience in running test cases, organising campaigns and activities and/or conducting media work aimed at achieving law reform/systemic change.
6. Experience in one or more of the following practice areas: discrimination, credit and debt, victims' compensation or criminal law.
7. Experience delivering community legal education.

# Information for Applicants

## **Applications**

Redfern Legal Centre does not use application forms. You should apply in writing for the position, addressing the selection criteria under separate headings. If you do not address the selection criteria, you will not be considered for the position.

You should include a resumé, setting out your personal details (name, address and contact details), education, previous positions and experience, and two/three referees (names, addresses and contact details).

Please send your application by email to [recruitment@rlc.org.au](mailto:recruitment@rlc.org.au) and put the position title and your name in the email subject line.

## **Acknowledgment of Applications**

Redfern Legal Centre doesn't acknowledge receipt of applications unless requested to do so.

## **Copies of degrees, diplomas etc.**

It is not necessary to include these with your application.

## **Selection Committee**

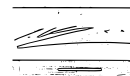
The Board of Redfern Legal Centre appoints a selection committee as required. Usually the selection committee consists of a Board representative, a staff representative and an external representative (usually from a similar organisation or a person with particular expertise in the relevant field.) The selection committee culls applications, conducts interviews, checks references and makes a recommendation. The Board makes the final decision or delegates this to the CEO for some positions.

## **Short Listing**

The Selection Committee will make arrangements to interview short listed applicants. Emails or letters will be sent to other applicants advising them their applications were not successful.

## **Interviews**

Interviews will generally be held within 10 days of the closing date for applications. Local applicants will be interviewed in person. Interstate applicants will be interviewed by video



conference or telephone. The questions to be asked will be based on the job description and selection criteria.

**Final Selection**

Successful applicants will be contacted by telephone and sent a written offer of appointment. Unsuccessful applicants will be notified by telephone or letter.

**Employment Contract**

The successful applicant will be sent a letter of appointment enclosing a draft employment contract and a copy of the Job Description.

**Flexible Working Hours**

Redfern Legal Centre is able to offer staff a reasonable level of flexibility as to working hours including opportunities for study leave and attendance at relevant conferences and forums. Staff are also required to contribute fully to the Centre's activities. This can include working some evenings and extended hours from time to time for Board meetings and conferences.

**EEO**

Redfern Legal Centre is an equal opportunity employer and staff are expected to initiate and/or comply with current equal opportunity principles.

Redfern Legal Centre welcomes applications from Aboriginal and Torres Strait Islander people, people from diverse cultural backgrounds and people with disability.

**Covid Vaccination**

It is a job requirement at Redfern Legal Centre to be fully vaccinated for Covid19 or to have a valid medical exemption.

**Orientation**

The successful applicant will be provided with an orientation program during their first week of employment. New employees will be expected to familiarise themselves with all relevant Redfern Legal Centre policies and procedures including Work Health and Safety requirements and accountability arrangements.

For more information, including the Annual Report please access our website at

<http://rlc.org.au>