



Policing and Generalist Solicitor

Sydney based

Permanent, full time

Supervision: Police Accountability Senior Solicitor

1. Redfern Legal Centre

Redfern Legal Centre is a non-profit community legal centre that promotes social justice and creates change. We provide free legal advice, legal services and education to people experiencing disadvantage in New South Wales. We drive innovation and change through policy and law reform work to address inequalities in the legal system, policies and social practices that cause disadvantage.

We provide effective and integrated free legal services that are client focussed, collaborative, non-discriminatory and responsive to changing community needs - to our local community as well as state-wide. Our specialist legal services focus on tenancy, credit, debt and consumer law, financial abuse, employment law, international students, First Nations justice, police accountability. We also provide outreach services including through our health justice partnership.

2. Position Overview

The Policing and Generalist solicitor will work three days in the Police Accountability practice and two days in our Generalist practice.

Redfern Legal Centre's Police Accountability practice is a high impact, strategic practice that creates positive change for people and the community. The statewide practice provides advice on police complaints and responds to systemic issues that arise from our casework through test cases, advocacy and law reform. The solicitor in this role will provide advice and representation on police powers, police complaints, civil tort claims against police (advice only) and challenging fines. The solicitor will contribute to our community legal education program and law reform activities and may supervise and assist the UNSW Police Powers Clinic. This role involves working with local and statewide organisations to identify systemic issues and develop policy, law reform and advocacy strategies to address these issues.

The solicitor will also undertake advice and legal assistance work in the Generalist practice, in areas including police powers, fines, discrimination, victims compensation, AVOs, Stolen Generations Reparations, National Redress Scheme, guardianship and government complaints. In the Generalist practice, the solicitor will provide initial advice and internal referrals to RLC's main practice areas, including credit, debt and consumer law, employment law, tenancy and financial abuse.

3. Position Responsibilities

- Undertake work within the Police Accountability and Generalist Practices including advice and casework.
- Supervise and check advices given by volunteer lawyers.
- Supervise and assist the UNSW Police Powers Clinic partnership.
- Identify areas of need and community demand for community legal education and assist in developing and delivering the Centre's community legal education program.
- Identify systemic issues arising from casework, and undertake advocacy, law reform and policy work to address these issues.
- Assist in identifying, developing and running test cases.
- Contribute to Redfern Legal Centre generally through intake shifts, supervision of students and volunteers, attendance at staff and team meetings, contribution to funding and board reports and our Reconciliation Action Plan.

4. Knowledge, skills and experience

Essential

1. Qualified to practice as a solicitor in NSW and holds or is eligible to hold a current practising certificate and at least 2 years relevant post qualification experience.
2. Demonstrated commitment to social justice.
3. Demonstrated ability to take initiative, accept responsibility, and work with limited supervision providing advice and conducting casework on a range of civil and criminal legal issues.
4. Demonstrated ability to work with people experiencing disadvantage, particularly Aboriginal and Torres Strait Islander people, as well as people from non-English speaking backgrounds and people with disability.
5. Excellent interpersonal and communication skills.
6. Experience working collaboratively with team members and other organisations undertaking systemic law reform, policy and advocacy work, and delivering community legal education.

5. Conditions

Salary and benefits: \$109,625 - \$130,113 p.a. depending on qualifications and experience. Superannuation and annual leave loading are paid in addition to this.

In addition to being a flexible workplace, Redfern Legal Centre offers a 35-hour working week, time in lieu options and a paid end of year closure of two weeks (including public holidays) on top of four weeks annual leave.

Redfern Legal Centre offers 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.

6. Applications

The closing date for applications is 6 December 2023 at 9am.

Your application should be no more than six pages and must include:

- a cover letter;
- your resume; and
- a statement addressing the **Essential Knowledge Skills and Experience Criteria**

Please send your application to recruitment@rlc.org.au. Enquiries should be directed to Alexis Goodstone: alexis@rlc.org.au.

Redfern Legal Centre is a diverse and inclusive workplace that offers flexible working conditions and supports wellbeing. We require job applicants to be fully vaccinated for Covid-19 or to have a valid medical exemption. We encourage applications by Aboriginal and/or Torres Strait Islander people and people with disability.