



JOB DESCRIPTION

Junior Criminal Lawyer position

Location	Alice Springs
Position Status	Full-time 2 year contract
Hours of Work	Monday to Friday (8.30am – 5:00pm)
Duration	The position is subject to satisfactory completion of a 6-month probationary period and is subject to ongoing funding.
Other Conditions	Due to the nature and requirements of this role, applicants are required to be female.
Apply via	recruitment@cawls.com.au

Salary and Conditions

- A competitive salary is offered depending on relevant qualifications and experience. Generous salary sacrificing is available.
- The Employer pays superannuation at 12%, six weeks annual, 12 days personal leave and other leave as per National Employment Standards.
- A supportive workplace dedicated to developing employee wellbeing and resilience.
- Excellent training and Professional Development opportunities.
- Relocation expenses are available for interstate candidates as per Cawls policy.

Accountability

- The position reports to the Senior Management Team.
- Employment is subject to the completion of a six-month probationary period, which may be extended.
- The employee will be subject to an annual performance review linked to objectives set out for the position.

Our Values

Responsive and trustworthy • Inclusive and empowering • Collaborative and accountable

Agency Overview

Central Australian Women's Legal Service is a multi-disciplinary service delivering a holistic, culturally safe, trauma informed intensive service model across the Central Australia & Barkly regions.

Our services are available to all persons who identify as women, non-binary, and gender diverse who have been adversely impacted by patriarchal structures and practices.

At Cawls we aspire for a future where women and their children are safe, living with dignity and respect. Our purpose is to help women in Central Australia and the Barkly Regions with their legal matters and other interconnected issues; providing legal assistance, community legal education, and specialised support services for those affected by domestic violence.

Our objectives are:

- To provide free and confidential legal assistance and wrap-around support;
- To increase legal literacy and understanding through the provision of legal education;
- To enable professionals to identify, support and refer victims of domestic violence to appropriate services;
- To advocate for law and policy reform seeking changes beneficial to our clients.

CAWLS is funded by the Commonwealth Attorney-General's Department, the National Indigenous Australians Agency and the Northern Territory Government.

Primary Objectives

The primary objectives of the role are;

- Provide legal advice and casework assistance to women who are criminalised in a range of legal areas associated with their experience of systemic disadvantage and/or experience of domestic, family and sexual violence.
- Appear on behalf of CAWL's clients in the local Court, in relation to criminal matters and related civil matters (i.e. DVO hearings). Specifically, provide representation for clients in relation to bail applications, pleas, hearings, contest mentions, adjournments.
- Advise and appear on behalf of CAWL's clients in relation to infringements.
- Work collaboratively with professionals across different disciplines both internally and externally to provide a holistic, trauma-informed and wrap-around service to clients .
- Maintain, collect and record client information and data in accordance with CAWL's policies and practices.
- To work with the CAWLS Management Team and the senior Criminal lawyer for the overall success of the service providing high quality legal advice and casework to CAWLS clients;
- To enable, educate and empower women to better engage in the legal system so that their rights can be considered and respected;
- To assist in creating a bright and safe future for all women and children, helping them to live with dignity and respect, free from all forms of violence and abuse;
- To assist CAWLS to fulfil all obligations pursuant to funding agreements ensuring the service is compliant with all regulatory bodies.

Key Duties

Legal Advice and Casework Service

- Provide high quality criminal legal advice and representation within CAWLS areas of practice and guidelines.
- Assist CAWLS Management to develop and maintain the law practice and its systems to ensure legal services align with the Centre's practice modes, organisational priorities, professional responsibilities, and funding obligations.
- Work with colleagues across the organisation to deliver holistic and wrap around services for clients including appropriate referrals to other services and agencies when necessary.
- Represent clients at the local court, as necessary and to assist with the provision of duty lawyer services.
- Undertake Outreach to provide legal advice and representation to women. May include occasional travel to remote locations.
- Assist to plan, deliver, and evaluate community legal education resources and presentations as requested by the Manager, Policy and Education.
- Develop and maintain appropriate networks with relevant community-based organisations, engaging in partnership development activities to build awareness of the service for CAWLS clients.
- Undertake and/or participate in policy and law reform & assist with the writing and editing of texts for publication as required.
- Support other colleagues, particularly when they are out of office, by taking responsibility for their files.
- Other duties as delegated by the Senior Management team.

Administration

- Maintain effective file management systems and internal quality assurance procedures consistent with the administrative systems, procedures, and policies of the organisation to ensure collection of relevant data and statistics and provide reports to the CAWLS Senior Management team as requested.
- Ensure all legal service data collection is accurate, comprehensive and informs practice and advocacy.
- Contribute to submissions and reports that is of a high standard and aligned with the objectives of CAWLS.

General

- Maintain a high level of professional competence particularly in the area of criminal law.
- Undertake training/professional development in consultation with the Senior Management team.
- Ensure compliance with CAWLS policies and procedures.
- Participate in regular staff and supervision meetings and annual performance appraisal.
- Monitor and evaluate areas of responsibility in line with performance review and the Centre's organisational planning.
- Always maintain a teamwork approach.
- Other relevant duties as directed by the Senior Management Team.

Selection Criteria

Essential:

1. Eligible to hold a Practising Certificate in the Northern Territory, and;
2. Demonstrated interest in providing criminal defence advocacy for vulnerable clients.
3. Excellent oral and written communication skills.
4. A high degree of professionalism, discipline and attention to detail.
5. Demonstrated commitment to meeting the legal needs of disadvantaged groups & commitment to social justice and equality.
6. Understanding of and commitment to the work of community legal centres and demonstrated understanding of issues facing clients assisted by the Centre particularly the dynamics of domestic and family violence as it affects women.
7. Understanding of legal, economic, and social issues affecting women in the Northern Territory, particularly Central Australia and the Barkly regions.
8. Excellent time management skills, including the ability to work effectively under pressure and comply with tight timeframes.
9. Ability and desire to work in a trauma-informed service delivery model, including working with a multi-disciplinary team and collaborating with other agencies to deliver client outcomes.
10. Ability to work both as a member of a team as well as independently with minimal supervision, well developed time management skills and the ability to manage client matters and meet deadlines.
11. Personal commitment to reflection and self-care to build resilience and minimise the impact of vicarious trauma.
12. Hold, or the ability to obtain, a current NT Driver's License, NT Ochre Card as well as pass a National Police Check.

Desirable:

- A degree in law and admission to practice in Northern Territory, and at least two years post-qualification experience.



- Previous experience working in a community legal centre or legal aid commission is desirable.
- Experience working with people from culturally and linguistically diverse (CALD) / First Nations backgrounds.

Information for Applicants

All CAWLS staff and volunteers are required to:

- Support and demonstrate CAWLS values and ethics;
- Act at all times in accordance with CAWLS Code of Conduct, confidentiality agreement and policies which may be amended from time to time;
- Comply with CAWLS Work Health Safety Policies and practices;
- All offers of employment are subject to a satisfactory Criminal History Check and the successful applicant must provide a current Working with Childrens Check prior to commencement.

Information for Applicants / How to Apply

The application should include a cover letter to address the selection criteria, a resume/CV, and two referees.

Apply via email: recruitment@cawls.com.au

For more information contact: Alice de Brenni
CAWLS Operations Manager
Email: recruitment@cawls.com.au
(08) 8952 4055