

Lawyer - Climate

Position description

Are you concerned about climate change, and want to use your legal skills to support others seeking real climate action?

If you are a lawyer with litigation or complex legal advocacy experience, this is your unique opportunity to make an important difference in mitigating the climate crisis. We are seeking a lawyer to work with us on climate litigation, legal research and legal advocacy.

The position is an ongoing full time or 0.8FTE position.

You must be admitted to practice in Australia. We require at least three years of experience working on litigation or legal advocacy campaigns in Australia in an area of: corporate accountability or environmental, social, and corporate governance (ESG) law; or public/administrative law (including human rights law).

Alongside sound legal skills, the role requires a strong interest in and understanding of strategy and the role of public interest law in environmental change. The capacity and willingness to work closely with local communities and NGOs is essential.

Environmental Justice Australia is an equal opportunity employer. Aboriginal and Torres Strait Islander people, women, people from culturally and linguistically diverse backgrounds, LGBTIQ+ people and people with a disability are encouraged to apply.

If you don't meet every requirement for this position, let's talk. At Environmental Justice Australia, we understand that your other work and life experiences can be just as valuable. If you're excited about this role but your CV doesn't align perfectly with our position description, we encourage you to get in contact with us for a chat or apply anyway. You may be just the right candidate for this or one of our other opportunities.

Applications close Sunday 13 April 2025 at 11.59pm (AEST).

About us

Environmental Justice Australia is a leading public interest legal organisation. Our lawyers and campaigners act on behalf of people and community organisations to safeguard health; protect magnificent forests, rivers and wildlife; and tackle the climate crisis. We partner with communities and other social justice organisations because we are stronger together.

Using innovative approaches, we find the best legal solutions to climate and environment issues. Our team works inside and outside the courtroom to make the system fair and just for all. We work on issues and in areas of Australia where we can have the most impact.

You would join a high-impact, dedicated climate action team, comprising lawyers with legal campaigning, corporate accountability, human rights, public and criminal law expertise. We work closely with allies and clients, and internally with EJA's communications and campaign staff.

Our recent work includes the landmark [Living Wonders intervention](#), representing a client in the first legal challenge to fracking [under the 'water trigger'](#) in Australia's national environment laws, and a UN human rights complaint on behalf of young people in Australia.



Values

Collaboration: We work in partnership with community and other organisations because we are in this together

Respect: We treat everyone with respect and we value different perspectives as we know we can learn something from everyone

Ambition: We aim high and are at all times focused on achieving maximum impact for nature, climate and communities

Positivity: We maintain hope and a positive approach because we believe we can change the world

Justice: We are driven by our sense of justice – it's at the core of everything we do.

Responsibilities

- Under supervision of a Senior Lawyer or Climate Lead, provide high-quality legal advice (both written and oral) and representation in matters related to climate change and/or environmental law.
- Develop, launch and run litigation matters – including scoping legal strategies, liaising with clients, briefing barristers, initiating proceedings, preparing evidence, file management, correspondence and instructing in court.
- Build relationships with community and NGO clients, obtain instructions, identify legal issues, research applicable law and prepare advice.
- Conduct detailed legal research in the areas of climate, environmental and corporate accountability laws on matters relevant to the climate program, and draft reports and legal analysis for publication.
- Contribute to legal advocacy on climate issues in partnership with community groups and NGOs.
- Work with EJA's engagement and communications staff to ensure our work is communicated effectively to multiple audiences.
- Effectively use practice management and office management software.
- Contribute to the EJA team and the running of the organisation and office, uphold EJA's values, and participate in all relevant aspects of EJA planning, strategy development, review and reporting.

Selection criteria

Essential

- Currently admitted or eligible for admission to practice law in Australia.
- Post-graduation legal experience in Australia of 3+ years including in working on complex litigation or complex legal campaigning in an area of either: corporate accountability or ESG law; or public or administrative law (including human rights).
- Experience briefing barristers and experts in litigation matters and managing complex legal files.
- An ability to critically analyse complex information (such as scientific and technical reports) and convert your analysis into clear language and real-world influence or action.
- Enthusiasm to work closely with local communities and NGOs to support their campaigns and legal needs.
- Excellent written and oral communication skills including demonstrated ability to communicate legal concepts in clear language and prepare written legal advice.
- Demonstrated initiative, energy, self-motivation, and ability to work effectively both independently and as part of a collaborative team environment, and to work to tight deadlines.
- Commitment to environmental and social justice issues.

Desirable

- Experience as the instructing solicitor on public interest climate or environmental law litigation.
- Prior experience working within an integrated legal, human rights or environmental justice advocacy organisation as a lawyer, or of working on campaigns for legal change.

Location

Melbourne is preferred, with the opportunity to work regularly (but not exclusively) from home. Other locations in Australia will be considered for an exceptional candidate.

Terms and conditions

Terms and conditions for these roles will be negotiated based on the following:

- The position is a full-time (preferred) or 0.8EFT ongoing position.
- EJA encourages flexible work arrangements and there is some scope for negotiation with respect to days and hours of work.
- The role is based in Melbourne at our office in Carlton, with travel outside Melbourne required occasionally. Other locations will be considered for an exceptional candidate.
- Out of hours work is required occasionally.
- Terms and conditions of employment are based on the Victorian CLCs Multi-Enterprise Agreement with over-agreement salary and conditions. Salary range for full-time work is \$108,090 to \$114,000 depending on experience, plus superannuation and leave loading.
- Please note that salary sacrificing is not available.

Benefits of working with EJA

You will be an important part of a lean but high-impact organisation. We are proud to offer our staff a supportive workplace with excellent conditions, including:

- Supportive work environment and opportunity to work regularly from home, with options for flexible work hours.
- Five weeks of annual leave a year plus an additional three days off (pro rata) over the Christmas period.
- 17.5% annual leave loading.
- Above-award salaries, increased each year.
- 16 weeks' parental leave (pro rata).
- A range of other above-award leave offered.
- Ongoing professional development opportunities.
- Access to our Employee Assistance Program and climate-aware wellbeing support.
- Melbourne office has secure bike parking and is close to public transport as well as countless cafes, restaurants and shops.
- Be part of an organisation that values and celebrates cultural diversity.

How to apply

Send us a brief application comprising:

- your resume; and
- a statement of no more than 3 pages detailing why you want to work with us and expressly addressing the selection criteria outlined above.

Email your application to recruitment@envirojustice.org.au

Enquiries: Charley Brumby-Rendell, Senior Specialist Lawyer - 03 8341 3106

Closing date: Sunday 13 April 2025 at 11.59pm (AEST).