

# Lawyer or Senior Lawyer - Nature

## Position description

We are seeking a lawyer or senior lawyer to work with us on nature protection cases and projects (with a particular focus on the Northern Territory). Use your legal skills to protect our precious wildlife and natural places from destruction. This exciting role will see you provide legal advice and support to community clients, run strategic litigation under supervision, conduct research and draft publications, and lead or contribute to public advocacy on nature protection issues.

The position is a full-time, 12-month parental leave cover position, with the possibility of extension. 4 days per week will be considered. The role reports to the Senior Specialist Lawyer (Nature Lead), or a Nature Team Senior Lawyer for the lawyer position. Northern Territory-based is preferred, with Victoria also possible.

The candidate must be admitted to practice or eligible for admission to practice in Australia with at least 2 years (lawyer position) or 5 years (senior lawyer position) of post-graduation legal experience. Litigation experience is required.

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 21 September 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.

## 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 the direction and supervision of the Nature Lead, provide high-quality legal advice (both written and oral) and representation in matters related to biodiversity conservation and threatened species protection.
- Develop, launch and run litigation matters – including scoping legal strategies, liaising with clients, briefing barristers, initiating proceedings, preparing evidence, managing files, 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 public or environmental law on matters relevant to the EJA Nature program, and draft reports and legal analysis for publication.
- Contribute to legal advocacy on nature protection issues in partnership with community groups and NGOs.
- Build and maintain excellent relationships with key stakeholders including government and politicians, partner organisations, funders and community groups.
- 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.
- Senior lawyer only:
  - Supervise legal staff (if required) and guide their work programs.
  - Fulfill all responsibilities of the role with a high degree of skill and independence including advising and representing clients on complex matters and being able to appropriately escalate issues or points for discussion to supervisor with proposed solutions.

## Selection criteria

### Essential

- Commitment to environmental and social justice issues.
- Currently admitted or eligible for admission to practice law in Australia, with post-graduation legal experience of 2+ years (for the lawyer position) or 5+ years (for the senior lawyer position) in Australia, including in working on complex litigation (in any area of law).
- Experience briefing barristers and experts in litigation matters.
- Demonstrated ability to manage legal practice files, subject to supervision.
- 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.
- 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.
- For senior lawyer: holds (or is entitled to hold) practicing certificate without supervision requirement.
- For senior lawyer: demonstrated ability to do the above tasks with a high degree of skill, autonomy, initiative and sound judgement.

### Desirable

- Experience as the instructing solicitor on public interest, environmental or public 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.
- Knowledge of environment or public law and environmental issues.
- Knowledge or training in environmental science or cognate discipline.
- For senior lawyer: experience supervising lawyers.

## Location

The preferred location for the role is Darwin, however other Northern Territory locations and Melbourne will be considered.

## Terms and conditions

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

- The position is a full-time position but 4 days per week will be considered.
- The position is an approximately 12-month parental leave cover role commencing as soon as possible until December 2026. There is a possibility of continuation beyond that time in a similar role.
- 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 is dependent on experience: \$96,030–\$117,995 (plus superannuation) for the lawyer role (full-time) or \$124,420–\$131,075 (plus superannuation) for the senior lawyer role (full-time).
- 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.
- Ongoing professional development opportunities.
- Access to our Employee Assistance Program and 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 2 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](mailto:recruitment@envirojustice.org.au)

Enquiries: Ellen Maybery, Senior Specialist Lawyer (Nature Lead) – (03) 8341 3114.

**Closing date: Sunday 21 September 2025 at 11.59pm (AEST).**