

# Senior Specialist Lawyer - Climate Lead

## Position description

Are you a lawyer with a passion for environmental justice? We are looking for an experienced lawyer for a leadership role at our leading public interest legal organisation, to manage a team to deliver high-impact climate litigation and advocacy.

If you are a lawyer with litigation experience, this is your unique opportunity to make an important difference in mitigating the climate crises and helping achieve environmental justice for communities.

The role will supervise legal staff, lead the strategic direction of the program, and develop and lead the delivery of the key elements of the program. These include developing potential legal interventions, engaging with clients and community partners, contributing to funding proposals, monitoring and reporting on activities and impact, managing budgets and representing EJA at events and in the media.

Alongside sound legal skills, the role requires a strong interest in and understanding of strategy and campaigning and the role of public interest law in environmental change.

The position is a full-time ongoing role (but 4 days per week will be considered), to start immediately. The role reports to the Principal Lawyer and manages a team of lawyers and a paralegal.

The candidate must be admitted to practice in Australia and must have at least 7 years of post-graduation legal experience, including litigation experience, in Australia in an area of public or administrative law. A demonstrated understanding of climate law and climate science is desirable.

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 strongly encouraged to apply.

We're committed to an accessible selection process. Please let us know if you'd like us to make adjustments to support your application, e.g. providing interview questions beforehand or making adjustments in the interview. Asking for these adjustments will in no way impact or bias candidates, other than to provide a more fair and equal chance of every candidate being able to do their very best.

**Applications close 19 October 2025 at 11.59pm (AEDT).**

## 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. EJA has a Reconciliation Action Plan, has a Treaty pledge in Victoria, and is committed to First Nations justice, particularly in caring for Country.

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

- Provide high-quality legal advice (both written and oral) and representation in matters related to climate and environmental law.
- Develop, launch and run litigation matters – including 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.
- Lead EJA's climate team, including representing EJA at conferences, events, meetings and in the media, managing staff, developing and implementing program strategy, managing budgets, establishing and maintaining funding relationships, and program reporting.
- Supervise and support junior and senior lawyers in the climate team to provide high-quality legal advice and representation to community and NGO clients in matters related to climate change.
- Contribute to the EJA leadership team and the running of the organisation and office, and participate in all relevant aspects of EJA planning, review and reporting.
- Work with the Head of Public Engagement and Head of Fundraising to ensure our work is communicated effectively to multiple audiences.
- Effectively use practice management and office management software.

# Selection criteria

## Essential

- Currently admitted or eligible for admission to practice law in Australia with an unrestricted practicing certificate.
- At least 7 years' post-admission legal experience, with substantial complex litigation experience, including in public or administrative law.
- Experience briefing barristers and experts in litigation matters.
- Excellent written and oral communication skills, including demonstrated ability to communicate legal concepts in clear language and prepare written legal advice.
- Experience managing and supervising legal staff.
- Demonstrated commitment to climate justice and social justice issues.
- Initiative, self-motivation, the ability to work effectively both independently and as part of a collaborative team environment, and the ability to work to tight deadlines.

## Desirable

- Knowledge of environmental/climate law and climate science.
- Experience in developing or working within campaign strategies for public interest outcomes.
- Experience working collaboratively with communications and fundraising staff.



## Location

Melbourne.

## Terms and conditions

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

- The position is a permanent full-time position but 4 days per week will be considered.
- 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.
- Out of hours work is required occasionally.
- Terms and conditions of employment are based on Victorian CLCs Multi-Enterprise Agreement with over-agreement salary and conditions. Salary range is dependent on experience and 1.0FTE is \$135,000 to \$142,000, 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 four 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.
- Our Carlton 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 addressing the selection criteria outlined above.

Email your application to [recruitment@envirojustice.org.au](mailto:recruitment@envirojustice.org.au)

Enquiries: Alina Leikin, Principal lawyer, 0422614298, [alina.leikin@envirojustice.org.au](mailto:alina.leikin@envirojustice.org.au)

Closing date: Sunday 19 October 2025 at 11.59pm (AEDT).