



JOB DESCRIPTION

Integrated Community Justice Partnerships – Team Lead

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

Our Values

Responsive and trustworthy • Inclusive and empowering • Collaborative and accountable

Agency Overview

Central Australian Womens Legal Service delivers a holistic, culturally safe, trauma informed intensive service model across the Central Australia & Barkly regions.

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 inter-connected issues; providing legal assistance, community legal education, and specialised support services for those affected by domestic violence.

CAWLS operates a Commonwealth funded Specialist Domestic Violence Unit and Health Justice Partnerships in Alice Springs and Tennant Creek. Through Health Justice Partnerships, CAWLS provides ongoing education and training for health service providers assisting them to identify and respond to disclosures of family violence.

CAWLS 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, Department of Social Services and the Northern Territory Government.

Scope

You will play a key role in expanding CAWLS community outreach programs to remote communities across Central Australia. Adopting human-centred design principles, you will contribute to the development of integrated community justice partnership models to respond to local unmet legal need within identified communities and build capacity within those communities to identify and respond to legal issues, with a focus on enhancing access to justice for women. This will include undertaking activities in relation to domestic, family and sexual violence across the prevention spectrum including primary prevention, early intervention, crisis response and healing and recovery. The integrated community justice partnerships team lead will work with a multidisciplinary team bringing a broad range of skills and experience from within CAWLS together with local community members and services to enhance the effectiveness and impact of outreach activities. This role will also involve direct delivery of legal advice and case management.

Key responsibilities

- Engaging with local community members and services to develop a collaborative approach to partnerships and outreach programs to enhance access to justice for women, and reduce instances and severity of domestic, family and sexual occurring in Central Australia.
- Co-design project plans for outreach programs with identified communities.
- Manage ongoing relationships and coordinate delivery of services against agreed project plans for each community.
- Oversee relevant data collection/entry and contribute to reports to meet grant requirements
- Deliver legal education and DFSV education to community members and services.
- Provide direct legal services within remote communities, with a particular focus on DFSV, family law and child protection.
- Work collaboratively with other members of the Education Team across multidisciplinary projects aimed to enhance capacity of service providers in Central Australia to identify and respond to DFSV.

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
 - Principal Legal Officer (in regard to legal practice responsibilities); and
 - Manager, Education and Policy (in regard to project, education and community development responsibilities)
- 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.

Selection Criteria

Essential:

1. Eligible to hold a Practising Certificate in the Northern Territory, and;
2. Capacity to provide high quality legal advice and casework, particularly in the areas of law relevant to CAWLS areas of practise.
3. Capacity to deliver community development and community education activities within a whole of community setting.
4. Be an innovative and practical problem solver suited to establishing partnerships and models of collaborative engagement in new and challenging settings.
5. Demonstrated commitment to meeting the legal needs of disadvantaged groups, particularly vulnerable and marginalised young people & 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, family and sexual violence.
7. Understanding of legal, economic, and social issues affecting young people in the Northern Territory, particularly Central Australia and the Barkly regions.
8. Ability and desire to work in a trauma-informed service delivery model, including working with a multi-disciplinary team and collaborating with cross-organisational teams.
9. Understanding of diverse quantitative and qualitative research methodologies and evaluation approaches.
10. Demonstrate experience in monitoring, analysing, interpreting and reporting on data, including the use of tools such as client databases and systems.
11. 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.
12. Demonstrated computer literacy and high level written and oral communication skills, including the ability to simplify legal jargon, type own reports, court documents, letters and undertake data entry.
13. Personal commitment to reflection and self-care to build resilience and minimise the impact of vicarious trauma.
14. Hold, or the ability to obtain, a current NT Driver's License, NT Ochre Card as well as pass a National Police Check.

Desirable:

- Post-admission experience in an Australian Legal Practice for five (5) or more years.
- Experience working with people from culturally and linguistically diverse (CALD) / First Nations backgrounds.
- Previous experience working in a Community Legal Centre & experience using CLASS (database).

Information for Applicants

All CAWLS staff and volunteers are required to:

- Support and demonstrate CAWLS values and ethics;
- Adhere to 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;
- Support a child safe organisation, undertake a police check prior to commencement and hold a current NT ochre card at all times.

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
(08) 8952 4055
recruitment@cawls.com.au