

Job advertisement reference

QLD/669012

Role type

Temporary Full Time

Classification

PO4

Salary

\$4560.00 to \$4904.00 a fortnight full time hours

Location

Rockhampton

ContactKatherine Hanson, Principal Lawyer
(07) 4921 6525**Closing date**Friday 14th November 2025**Direct reports**

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Our organisation

Legal Aid Queensland's vision is to be a leader in a fair justice system where people are able to understand and protect their legal rights. Our purpose is to provide quality, cost effective legal services to financially disadvantaged people throughout Queensland.

Our values

- Social Justice
- Respect
- Quality
- Cost effectiveness
- Accountability

The division

Legal Aid Queensland has 13 regional offices across Queensland giving legal help and advice to financially disadvantaged people.

Our regional office staff play an important role in delivering high-quality legal services to rural and regional communities including at local courts, outreach locations and from our offices.

Criminal Lawyer

Rockhampton / Regional Services

As a lawyer, you will prepare cases and advocate on behalf of clients and provide advice about criminal law and quasi criminal law matters. This role offers the chance for you to expand on your experience by undertaking interesting and varied casework in a wide range of criminal law and related matters. The role provides you the opportunity to contribute to improvements to the legal aid and criminal justice systems.

Key responsibilities:

- Represent clients, including preparing matters, instructing counsel and personally appearing for accused persons in all general criminal law matters, particularly in the Magistrates Court but also District Court sentences.
- Provide duty lawyer services in the Magistrates and Children's Courts and appear on higher court call-overs and mentions.
- Provide legal information and advice to clients and members of the public.
- Help and guide team members and other Legal Aid Queensland staff with enquiries related to a specific area of law.
- Deliver outcomes through self-management and with supervision and guidance from senior legal practitioners as required.
- Collaborate on submissions which support Legal Aid Queensland's contributions to policy, procedure, law reform and legal service delivery initiatives.
- Help initiate and maintain networks with relevant internal and external stakeholders.
- Contribute to team planning and suggest improvements to work practices.

To apply for this role, submit your application online via Smartjobs. Please provide:

- ✓ a cover letter (maximum 2 pages) addressing how you meet the Success criteria (Knowledge, skills and experience), in line with the "Key responsibilities".
- ✓ your resume/CV.

Other responsibilities

- Ensure all work complies with quality and case management standards and meet all other professional and corporate responsibilities.
- Model the values of respect, quality and accountability.
- Maintain a high standard of practice through governance and risk management.
- Foster an inclusive workplace where inclusion, diversity and wellbeing are promoted and prioritised.

Success criteria

Knowledge, skills and experience

- You have knowledge and experience independently preparing, representing and advocating in criminal law and related matters.
- You have knowledge of the practice and procedure of the relevant areas of law and ethical standards.
- You communicate in a clear, concise and articulate manner and engage effectively with stakeholders including clients with complex needs using the principles of trauma informed practice.

Other competencies

Legal Aid Queensland applies the [Leadership competencies for Queensland](#). We recognise that leadership is a part of every role regardless of classification level or management responsibilities. This role is mapped to the “Individual Contributor” profile. The competencies most relevant to this role are:

- **Results-** You build and sustain positive relationships.
- **Results-** You are accountable for providing quality services and pursue continuous improvement in your work and outcomes.
- **Accountability-** You are responsive to guidance and performance feedback and seek opportunities for development.
- **Vision-** You demonstrate integrity in decision making and use judgement to escalate issues when required.

Mandatory requirements or special conditions

You must be:

- admitted or eligible for immediate admission as a legal practitioner in Queensland; and
- eligible for a current practicing certificate and entry in the High Court Register of Practitioners.

A current “C” class Driver’s Licence is highly desirable.

More information

- **This position is Temporary Full Time from date of appointment till 17th April 2026 with the possibility of extension.**
- **Reimbursement or payment of relocation costs may be considered on appointment of successful applicant in accordance with the Domestic Travelling and Relieving Expenses Directive 13/23.**
- You will be assessed against the Success criteria (Knowledge, skills and experience) and also the [Leadership competencies for Queensland](#).
- Applications will remain current for up to 12 months and may be considered for other vacancies (identical or similar) including with an alternative employment basis (permanent, temporary, full-time or part time).
- Legal Aid Queensland embraces diversity and encourages applications from people with disability. We are committed to making reasonable adjustments to provide a positive, barrier-free recruitment process and supportive workplace. Please contact careers@legalaid.qld.gov.au for support to ensure an equitable, barrier-free application process.
- A criminal history check and serious disciplinary history check will be undertaken for this position on the recommended applicant/s due to the nature of the work involved.
- The appointed applicants will be required to disclose relevant conflicts of interest prior to or on commencement and throughout their employment and disclose any employment as a lobbyist in the preceding two years.
- In this role you may be exposed to traumatic material or traumatic events. This may include reading, hearing, or seeing accounts, photos, videos or other material related to traumatic events. The material may be unexpected, confronting, explicit, graphic, distressing, and/or offensive. Staff may also be required to engage with people who have and may continue to experience traumatic events that may be confronting and/or distressing.
- Additional information, including our organisation structure and [Applicant Information Kit](#), is available from LAQ’s website.