

## Position Description

<b>Position title:</b>	Senior Lawyer, Democratic Freedoms
<b>Reports to:</b>	Legal Director, Democratic Freedoms
<b>Direct reports:</b>	N/A
<b>Time Fraction:</b>	1.0 FTE
<b>Classification level:</b>	SCHADS award level 6
<b>Mode of Employment:</b>	Fixed Term
<b>Location:</b>	Melbourne or Sydney (Preferable)
<b>Last updated:</b>	March 2026

### About the Human Rights Law Centre

The Human Rights Law Centre uses strategic legal action, policy solutions and advocacy to support people and communities to eliminate inequality and injustice and build a fairer, more compassionate Australia.

Our vision is an Australia where everyone is free to lead a decent, dignified life; where our laws, policies and institutions promote fairness and equality; and where people and communities have the power to address inequality and injustice and ensure that governments always act in the public interest.

We maximise our impact by working closely with key partners, including community organisations, pro bono law firms and barristers, academics and experts, and international and domestic human rights organisations. We are independent of government and business, with most of our funding coming from donations and philanthropic grants.

The Human Rights Law Centre is a registered charity with offices in Melbourne and Sydney. We are a diverse team with a strong, shared commitment to creating a better, fairer Australia.

The Human Rights Law Centre is an equal opportunity employer and is committed to promoting a diverse and inclusive workforce.

### About this role

The Senior Lawyer will work with senior staff and the Legal Director, Democratic Freedoms to provide legal and policy support for the Democratic Freedoms team. It is anticipated that this opportunity will support the team's work promoting the protection of democratic freedoms

including the right to protest, freedom from discrimination, and the right to freedom of political expression, among many others.

### **Organisational relationships and extent of authority**

Reporting to the Legal Director, Democratic Freedoms, the Senior Lawyer, Democratic Freedoms will work within the Human Rights Law Centre's Partnership Principles to ensure that the voices of people experiencing racial and socio-economic injustice, and those locked out of positions of power and authority, are elevated and platformed in our work.

### **Key responsibilities**

Reporting to the Legal Director, Democratic Freedoms, the Senior Lawyer will:

- Help to develop and implement innovative legal and advocacy strategies in partnership with affected communities to advance democratic freedoms.
- Work with allies and partner organisations to action the team's work, with a focus on protest rights and rights to public participation.
- Provide high quality legal advice and representation to clients, ensuring compliance with legal professional responsibilities.
- Analyse policy and develop robust policy positions and recommendations in support of our advocacy objectives.
- Research and write reports, legal and policy submissions, briefing papers, speeches, letters and other publications that effectively communicate and promote our advocacy objectives.
- As required, represent the organisation in senior-level meetings, at public events and in the media in relation to our Democratic Freedoms work.
- Work with the Legal Director and Engagement Team to support the Engagement Team's work and assist with fundraising events, applications, reporting and acquittals.
- Occasional interstate or international travel may be required and some work outside standard business hours to accommodate work across time zones.

### **Selection Criteria**

#### **Essential**

- An understanding of Human Rights Law
- A demonstrated understanding of and commitment to promoting human rights and democratic freedoms within Australia
- A law degree and admitted or eligible to practice in an Australian jurisdiction.
- Demonstrated experience working in a legal setting on human rights issues, including casework or litigation experience.

- Outstanding written and verbal communication skills and proven ability to produce high quality external communications targeted at a variety of audiences.
- Excellent organisational and project management skills, including managing large projects involving external partner organisations.
- Demonstrated ability to work autonomously and to set priorities, plan and organise workflow to meet tight deadlines.
- Demonstrated experience in researching and writing policy submissions or reports for advocacy purposes.
- Sound knowledge of legislative processes and politics and a demonstrated capacity for innovative strategic and analytical thinking.
- Able to communicate easily with people from diverse backgrounds and quickly build relationships of trust and confidence.
- Willingness to work collaboratively, including in helping to build and nurture effective and diverse alliances to promote human rights or law reform.

### **Desirable**

- Experience in public speaking, media advocacy and/or campaigning
- Experience working closely with a diverse range of key stakeholders including government, organisations and communities
- Fundraising experience

## **Health, safety and environmental responsibilities of staff**

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct. OHS responsibilities applicable to positions are established in Centre policy.

Flexibility to work remotely must be negotiated with a line manager, who will consider any legislative requirements, safety, the organisation's objectives, ways of working, impacts on other staff and partners, and the inherent requirements of the role, in line with the Human Rights Law Centre's Policy.

All staff are required to understand and comply with the organisation's policies and procedures.

*This job description outlines the proposed duties and responsibilities of the position. These will be reviewed on a regular basis with the position holder and are subject to change according to the needs and priorities of the Human Rights Law Centre.*

## **Employee Acknowledgement**

Please sign and date to acknowledge you have read and understood this position description.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

*A signed copy of the position description must be returned to [operations@hrlc.org.au](mailto:operations@hrlc.org.au).*