

Recruitment Pack: Senior Lawyer, Democratic Freedoms

FEBRUARY 2026

The Human Rights Law Centre, a leading national human rights organisation, is seeking a dynamic, motivated Senior Lawyer to work on cutting-edge legal cases relating to Democratic Freedoms.

Location	Melbourne or Sydney (preferable, but applications will be considered from anywhere in Australia working remotely)
Employment	1.0 FTE (full time), 1- Year Fixed Term (extension subject to funding)
Salary	\$123,147 per annum + 12% superannuation + access to salary packaging
Applications close	Sunday 22 March 2026, 5.00pm AEST

About the Human Rights Law Centre

The Human Rights Law Centre (the Centre) exists to take fearless human rights action for a fairer future for all. We use strategic legal action, policy solutions and advocacy in partnerships to support people and communities to eliminate inequality and injustice and build a fairer, more compassionate Australia.

Our vision is an Australia where people and communities live with dignity and have the power to challenge injustice, and human rights at the core of institutions and laws.

We exist to transform laws and policies to protect human rights. We exist to work with communities to stand up for human rights. We exist to ensure that governments and parliaments promote human rights. We exist to ensure accountability and redress when people's rights are violated.

Our strategy is to work in partnership with people and communities, challenge Australian laws and policies which stand in the way of justice and equity for all.

Our current strategic priorities aim to progress the following goals:

1. Australian laws and policies advance racial and socio-economic equality
2. A healthy workplace and sustainable organisation
3. A trusted partner, deeply connected to people and communities

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 Centre is a registered charity with offices in Naarm/Melbourne and Gadigal/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 organisation and is committed to promoting a diverse and inclusive Board and 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.

Full details of this role including selection criteria are set out in the [position description](#).

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

- 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

Benefits of working with the Human Rights Law Centre

We know our team and our work is stronger with a diversity of backgrounds and experience, including lived experience of the issues we work on. Aboriginal and Torres Strait Islander people, people of colour, people from culturally and linguistically diverse and refugee backgrounds, people with diverse religious beliefs, women, LGBTIQ+ people and people with a disability are strongly encouraged to apply.

The position is a full-time, fixed term position with a six-month probation period.

The full-time equivalent annual salary for this role is \$123,147 plus 12% Superannuation. You will have access to generous salary packaging provisions, 5 weeks' annual leave and four days (pro-rata for part time) of additional wellbeing leave each year.

The tax savings for staff who take full advantage of salary packaging options can significantly increase their take home pay.

The Human Rights Law Centre's Enterprise Agreement also provides paid cultural and ceremonial leave. See further: [Human Rights Law Centre Enterprise Agreement](#).

The Human Rights Law Centre offers a hybrid workplace with flexible working arrangements, opportunities for professional development and mentoring, and a workplace culture that is collaborative, dynamic, values diversity and is committed to learning and looking after each other.

How to apply

Applications should be sent by email to Ingrid Gregory at jobs@hrlc.org.au. Applications should comprise:

- a cover letter addressing the key selection criteria (maximum 2 pages); and
- your resume.

Please combine these as a single PDF document, with your name as the document title, e.g. [Firstname Lastname.pdf](#)

The closing date for applications is **Sunday 22 March 2026, 5.00pm AEST**

Applicants must have the right to work in Australia.

Don't meet every single requirement?

If you're excited about this role but your experience doesn't align perfectly with all the selection criteria in the job description, we encourage you to apply anyway. You may be just the right candidate for this or other roles. We welcome and support diversity in all its forms and believe that a wide range of experiences and perspectives enriches our organisation and our work.

Further information

For further information about the Human Rights Law Centre, see www.hrlc.org.au. For further information about this position, please email jobs@hrlc.org.au.