



Environmental Defenders Office

Special Counsel – Position Description

EDO relies on our people to use their skills and experience to provide the best possible support to our clients and other staff. While this job description aims to outline the fundamental reason the role exists, the role may evolve as EDO evolves.

If you see a way to play to your strengths in a way that achieves EDO outcomes, please don't be limited to this list. We have important work to do and need everyone to be operating at their best.

Job title: Special Counsel, Region QLD

Reporting to: Managing Lawyer, Region QLD

Purpose of the position

Environmental Defenders Office (EDO) is the largest environmental legal centre in the Australia-Pacific, dedicated to protecting our climate, communities and shared environment by providing access to justice, running ground-breaking litigation and leading law reform advocacy.

The Special Counsel will engage with legal issues surrounding climate change, biodiversity and environmental protection in Queensland. The role will primarily involve leading litigation and related advice with junior staff. It will also include non-litigious advice work and engaging in policy and law reform.

Key responsibilities & duties

- Provide legal advice and representation to communities on a broad range of public interest environmental law issues and disputes.
- Lead litigation in state and federal jurisdictions relating to Queensland matters, including as solicitor on the record. Do all things necessary to conduct such litigation, including briefing counsel and experts, drafting court documents and settling correspondence.
- Engage in environmental policy and law reform, including writing/reviewing submissions, participating in government law reform and policy processes, and developing and maintaining relationships with key stakeholders.
- Provide community education and outreach to achieve EDO's strategic outcomes, especially for vulnerable communities, by conducting workshops, seminars and developing and/or settling other online resources and fact sheets.
- Mentor and contribute to improving the performance of junior legal staff.
- Supervise the work of volunteers who undertake tasks such as legal research, document preparation and/or drafting of educational materials.
- Lead and/or contribute to the development and implementation of EDO's strategic outcomes.
- Deliver legal services in a culturally competent manner and work with clients from a wide variety of backgrounds.
- Work closely with the Managing Lawyer to develop and implement planning for each program, and work with a high level of autonomy and self-direction.
- Represent EDO in the media.

- Participate in and support EDO fundraising.
- Other reasonable requests made by the Managing Lawyer or Legal Director, including relieving in other EDO positions from time to time.
- Comply with EDO's policies and procedures, and with professional legal obligations.

General

All staff have a responsibility to:

- Develop and maintain a good knowledge of EDO's role and policies.
- Represent EDO in a positive and effective manner by actively demonstrating EDO Values.
- Attend, and contribute actively and constructively at staff meetings.
- Maintain appropriate records, assist with office administration, such as files, computer and precedent systems.
- Seek opportunities for personal and professional development, particularly related to the team and position's specific areas of responsibility.
- Actively support and contribute to EDO's Reconciliation Action Plan .
- Respond to requests by clients and fellow staff in a knowledgeable, professional, constructive and respectful manner.
- Provide accurate and timely data and information for reporting, fundraising and communications purposes.

Qualifications and experience

- Law degree and a minimum of 5+ years (8+ years desired) post-admission experience in legal practice.
- Technical experience in the legislative frameworks applicable to the Role, and experience leading and supervising complex litigation. Experience in law reform and policy, and/or community legal education/early intervention is highly desirable.
- Practice management experience and eligibility for a Principal Practising Certificate within the relevant jurisdiction/s.
- Experience in a leadership role within a legal setting. Experience within a not-for-profit and/or geographically dispersed team are both highly desirable.
- Experience supervising and mentoring junior staff for staff development and to build team skills capacity.
- Demonstrated ability to develop and implement strategic objectives within a legal practice.

Professional competencies and behaviours

- **Good leadership qualities with the ability to inspire and develop high-performing teams.**
Motivation: Regularly recognises and rewards team achievements, fostering a culture of appreciation and motivation.
Empowerment: Effectively delegates tasks, empowering team members to take ownership and responsibility for their work. Encourages team members to take initiative and lead projects or segments of work as appropriate.
- **Excellent organisational, communication and interpersonal skills.**
Clarity and precision: Communicates complex legal and strategic information clearly and concisely, ensuring all stakeholders understand the key messages.
Active listening: Practices active listening to understand the perspectives and needs of team members and stakeholders.

Self-awareness: Regularly seeks feedback on their own performance from across the organisation and demonstrates awareness of personal limitations and knowledge gaps. Actively seeks to improve and is open to learning from others, regardless of their role or level within EDO.

- **High level of integrity and professional ethics.**

Ethical decision making: Makes decisions that align with the organisation's values and ethical standards, even when facing pressure or adversity.

Transparency: Maintains transparency, fostering trust and credibility.

Accountability: Takes responsibility for actions and encourages the same level of accountability from members of their team.

- **Ability to drive innovation and adapt to changing legal environments.**

Curiosity and open-mindedness: Stays informed about emerging trends and developments in their field of expertise.

Flexibility: Able to adapt quickly to changes in the environment and is comfortable with ambiguity.

- **Inclusivity and ability to work closely with a diverse range of internal and external stakeholders.**

Inclusive: Committed to fostering an inclusive and diverse workplace, through active promotion of equity, thorough understanding of diversity and leadership of initiatives that ensure all employees feel valued and respected.

Ensuring varied perspectives: Involves team members in decision-making, ensuring diverse perspectives are considered.

Open and honest: facilitates open and honest discussions among team members.

Cultural competence: Shows respect for, and understanding for, diverse cultures, backgrounds and viewpoints.

Commitment to EDO's Values:

EDO is in the process of developing a framework which incorporates all of the values and behaviours we expect to see at EDO, to provide the foundations for the culture we want to have. Once finalised, the EDO will be guided by that document – known as 'the EDO way'.

Commitment

- We are committed to; a united organisation, to each other, to collaboration, to justice, to our communities and to creating a world where nature thrives.
- We are committed to providing excellent legal services and resources, informed by the best available science, in order to empower clients and communities.
- We are committed to improving our planet and society.
- We care for EDO's clients and stakeholders.
- We are fearless in the face of adversity, and care for each other as we face this adversity.

Diversity

- We are respectful of and welcome diversity of staff, volunteers, offices, environmental regions, communities, stakeholders.
- We respect First Nations Peoples' knowledge and experience, and work with them to protect their country and culture.
- We acknowledge that the law has not always been just.
- We dedicate ourselves to understanding the diversity of our people and culture.
- We welcome and respect our own differences and learn from them and collaborate to achieve our greatest potential.
- We are great lawyers and great people, with open hearts and open minds.
- We respect the different places our stakeholders come from and strive to help them, even if their worldviews don't align completely with ours.

Integrity

- We work effectively, efficiently, strategically, professionally and ethically; "justice is in our nature".
- We are truthful with ourselves and others.
- We are nonpartisan and inspire trust in our clients, stakeholders and government.
- We respect the world's resources and make maximum productive use of the resources entrusted to us.

Vision

- We lead change and environmental empowerment using innovation, creativity, and courage.
- We expand the boundaries with creativity and skill, pioneering new legal pathways to a healthier, safer world and inspiring others.
- We are inquisitive, curious and persistent: exploring new ideas and embracing change.
- We boldly challenge the status quo while providing solutions to our most pressing challenges.