



Community Legal Centres Australia

Manager, First Nations Justice

Job Ad

This is an **Identified position**. Applicants **must** be **Aboriginal and/or Torres Strait Islander**, identify as such, and be accepted by their community.

About Us

Community Legal Centres Australia (CLCA) is the national peak body for over 165 community legal services across the country. We are an independent, non-profit, community-based organisation supporting the community legal sector to provide high-quality, free, and accessible legal and other services to everyday people, especially people experiencing financial hardship, discrimination, or domestic or family violence.

Most of the organisations in our network are community legal centres (CLCs), including mainstream and community-controlled organisations. Our network also includes Family Violence Prevention Legal Services (FVPLSs) and Aboriginal Legal Services (ALSs), although both FVPLSs and ALSs have their own peak bodies.

About the Role

As Manager of First Nations Justice, you will play a key leadership role at CLCA, reporting directly to the CEO. This is a new permanent position that will help shape CLCA's national focus on First Nations justice issues, leading high-impact initiatives,

driving meaningful change, and making a real difference for First Nations communities across Australia.

Key responsibilities include:

- **Driving Change:** Identify priority First Nations justice issues and work with policy, advocacy, and communications teams to address them.
- **Advise and Influence:** Provide trusted advice to the CEO and Board on justice matters, initiatives, and the National Accreditation Scheme.
- **Drive cultural safety and anti-racism:** Lead and support the sector in implementing proactive anti-racism and culturally safe practices.
- **Build Internal Governance:** Contribute to the Reconciliation Action Plan, embed Closing the Gap priorities, and shape CLCA's work for lasting impact.
- **Strengthen Sector Capability:** Promote First Nations employment and training opportunities and support access to cultural learning.
- **Represent and Connect:** Represent CLCA at national events, committees, and forums, and support the Aboriginal and Torres Strait Islander Women's and Men's Networks.

This role requires travel, including regular visits to our Sydney head office and other locations, to connect with communities and support CLCA's national work program.

Why Work for Us?

CLCA is committed to supporting First Nations staff by:

- Colonial loading allowance to acknowledge the additional workload and responsibilities that may come with First Nations roles.
- Flexible work arrangements, including partial remote work, and part-time options to support work-life balance and cultural obligations.
- Professional development and mentoring opportunities tailored for First Nations staff.

- Participation in First Nations networks and events that strengthen connection, learning, and leadership.
- Culturally safe support, including access to appropriate debriefing, supervision, and wellbeing resources.

About You

You will:

- Be Aboriginal and/or Torres Strait Islander, identify as such, and be accepted by your community
- Be driven to make a national impact on justice outcomes for First Nations peoples.
- Have demonstrated experience working at a strategic level, with a track record of building and maintaining relationships, inspiring trust, collaboration, and action across complex, high-stakes environments.
- Be experienced in First Nations communities, ideally in community development, health, social justice, or justice-related work. Knowledgeable about the justice system; legal experience is a plus, not essential.
- Have a proven commitment to social justice, turning ideas into measurable, sector-wide outcomes.
- Be skilled in advocacy, policy, and culturally safe consultation, able to lead national conversations and build consensus among diverse stakeholders.
- Experienced in strategic decision-making and guiding senior leadership, building strong relationships and drawing on expertise to achieve meaningful, collaborative outcomes.

How to Apply

We want to make applying as easy as possible. You can:

- Write your application, or
- Send a short video, or
- Use any other way that shows how you meet the selection criteria.

Feel free to **have a yarn with us first**.

Please send your application and a current CV or resume to Dr Tim Leach, CEO – care of recruitment@clcs.org.au

If you have questions about the process or need support, contact Sammy Cooper, CLCA Board Member + CLCQ First Nations Capacity Building Lead – sam@clcq.org.au or 0484 111 777

Key Dates

- Applications close: 5 pm AEST 1 June 2026