

Community Legal Centres Australia

Manager, First Nations Justice

This is a new permanent role being established by Community Legal Centres Australia, the national peak for over 165 community legal services across the country. We are a mainstream, community-based organisation committed to working in support of Aboriginal organisations and communities to build a legal system that delivers justice for First Nations people.

Most of the organisations in our network are community legal centres (CLCs). A small number of these are Aboriginal community-controlled CLCs, and a small number of others service mostly First Nations communities. Our network also includes some Aboriginal community-controlled Family Violence Prevention Legal Services (FVPLSs) and Aboriginal Legal Services (ALSs), although both FVPLSs and ALSs have their own peaks.

This role will report to the CEO. No staff report to this role at present, but that may change in the future.

We are located in Sydney. Employees are generally entitled to work up to 50% of paid hours from their preferred locations. We encourage our people to spend time in the office because we value being together in person, and recognise that building a real sense of belonging, strengthening collaboration, and allowing everyone to experience and contribute to our team culture is important in how we work together and support each other. However, while we would prefer the successful applicant to live in Sydney, remote working arrangements will be considered for the best candidate.

Key responsibilities:

1. Help identify the most important First Nations justice issues for the national peak to focus on and help drive the organisation's policy and advocacy work on these issues. You will work on these issues with our advocacy and policy/comms team.
2. Provide advice to the CEO and the Board on the work of the national peak as it may impact First Nations justice issues, including in relation to our policy and advocacy work; our biennial national conference; and our National Accreditation Scheme, which assesses community legal centre performance against a range of standards, including cultural safety.
3. Contribute to the ongoing proactive anti-racism work and cultural safety work within the sector more broadly, particularly around improving capacity of members and their members.
4. Work with other staff members to implement our Reconciliation Action Plan, although the position is not required to lead this work.
5. Work with the CEO and other staff to embed Closing the Gap priorities and targets in the work of the national peak.
6. Promote employment and training opportunities within the community legal centres sector for current or potential First Nations workers and assist any members (or their members) to access appropriate cultural training for all staff.
7. Represent the organisation on committees and at forums and events as appropriate.
8. Provide assistance to the convenors of our sector's National Aboriginal and Torres Strait Islander Women's and Men's Networks in consultation with existing coordinators/convenors and within the current existing convenors infrastructure.
9. Contribute to any peer-based support networks that may be operating across the sector to support First Nations workers.
10. Otherwise contribute to the work of the national peak.

Key attributes and skills required:

You will be:

1. A person who is of Aboriginal and/or Torres Strait Islander descent, who identifies as Aboriginal or Torres Strait Islander and is accepted by the Aboriginal and/or Torres Strait Islander community.
2. Invested in creating meaningful and lasting change, and in building the capability within the national peak to work with our members to enhance the sector's response to First Nations justice issues.
3. Able to demonstrate experience working in Aboriginal or Torres Strait Islander communities in community development, health, social justice, or justice issues.
4. Able to demonstrate a commitment to social justice for First Nations peoples.
5. A person who has some knowledge of the justice system. Experience working in a legal or justice environment will be helpful, but it is not an essential requirement.
6. A person who understands and has experience in demonstrating the impact of effective advocacy and policy work.
7. Comfortable making decisions and providing advice, experienced in culturally safe consultation processes and in making use of the expertise and support available from across the CLC network.

Role description

Position Title	Manager, First Nations Justice
Full time	5 days (37.5 hours) per week
Classification	Role is classified as level 6 to 7 of the Community Legal Centres Australia Enterprise Agreement \$115,635 – \$130,299 p.a. This Enterprise Agreement uses the Social, Community, Home Care and Disability Services Industry Award 2010 (the award) and the role is equivalent to level 5 of the award. Our salaries and conditions are above the award.
Reports to	Chief Executive Officer (CEO)
Location	Level 10, 307 Pitt Street, Sydney. CLCs Australia supports flexible working conditions, and current policy permits employees to work from home up to 50% of paid hours, and potential to work remotely for the right candidate.