

# Lawyer – Justice

## Position description

*This is a designated role, under Section 12 (Special Measures) of the Equal Opportunity Act 2010. Only Aboriginal and/or Torres Strait Islander peoples and cultural and racially marginalised people are eligible to apply.*

Are you concerned about environmental justice and want to use your legal skills to support First Nations communities fighting for Country and communities facing disproportionate environmental and climate harms?

If you are a lawyer with litigation or legal advocacy experience, this is your unique opportunity to make an important difference in environmental justice.

Alongside sound legal skills, the role requires a strong interest in and understanding of strategy and the role of public interest law in environmental change. The capacity and willingness to work closely with local communities, First Nations groups and NGOs are essential.

The position is an ongoing full-time role, and a 0.8 work week will be considered.

Environmental Justice Australia strongly encourages Aboriginal and/or Torres Strait Islander peoples and culturally and racially marginalised people to apply. We are a culturally safe and inclusive environment, committed to continuously improve our cultural competency.

We're committed to an accessible selection process. Please let us know if you'd like us to make adjustments to support your application process, e.g. requiring extra time, screen readers, providing accessible documents or sensory adjustments.

## About us

Environmental Justice Australia is a leading public interest legal organisation. Our lawyers act on behalf of people and community organisations to safeguard health; protect magnificent forests, rivers and wildlife; and tackle the climate crisis.

We partner with communities and other social justice organisations because we are stronger together. Using innovative approaches, we find the best legal solutions to climate and environment issues. Our team works inside and outside the courtroom to make the system fair and just for all. We work on issues and in areas of Australia where we can have the most impact.



## Values

**Collaboration:** We work in partnership with community and other organisations because we are in this together

**Respect:** We treat everyone with respect, and we value different perspectives as we know we can learn something from everyone

**Ambition:** We aim high and are at all times focused on achieving maximum impact for nature, climate and communities

**Positivity:** We maintain hope and a positive approach because we believe we can change the world

**Justice:** We are driven by our sense of justice – it's at the core of everything we do.

## Responsibilities

- Under supervision of a Senior Lawyer; provide high-quality legal advice (both written and oral) and representation in matters related to First Nations justice work.
- Develop, launch and run litigation matters – including scoping legal strategies, liaising with clients, briefing barristers, initiating proceedings, preparing evidence, file management, correspondence and instructing in court.
- Build relationships with community and NGO clients, obtain instructions, identify legal issues, research applicable law and prepare advice.
- Conduct detailed legal research in the areas of environment, climate and cultural heritage laws on matters relevant to the justice program, and draft reports and legal analysis for publication.
- Contribute to legal advocacy on justice issues in partnership with community groups, First Nations communities and NGOs.
- Work with EJA's communications and fundraising team to ensure our work is communicated effectively to multiple audiences.
- Effectively use practice management and office management software.
- Contribute to the EJA team and the running of the organisation and office, including volunteer supervision, and participate in all relevant aspects of EJA planning, review and reporting

## Selection criteria

### Essential

- Commitment to First Nations, environment and social justice issues.
- Experience working with First Nations clients and communities.
- Currently admitted or eligible for admission to practice law in Australia with post-graduation legal experience in Australia of 2 years is preferred (we are open to junior lawyers with 1 year of experience who have a strong legal foundation), including in working on litigation or legal campaigning in any area of law.
- Experience briefing barristers and experts in litigation matters and managing legal files.
- An ability to critically analyse complex information (such as scientific and technical reports) and convert your analysis into clear language and real-world influence or action.
- Enthusiasm to work closely with local communities, First Nations groups and NGOs to support their campaigns and legal needs.
- Excellent written and oral communication skills including demonstrated ability to communicate legal concepts in clear language and prepare written legal advice.
- Demonstrated initiative, passion, self-motivation, and ability to work effectively both independently and as part of a collaborative team environment, and to work to tight deadlines.
- Commitment to building your cultural competency

### Desirable

- Experience as the instructing solicitor on public interest, climate or environmental law litigation.
- Prior experience working within an integrated legal, human rights or environmental justice advocacy organisation as a lawyer or working on campaigns for legal change.

### Location

Melbourne or Darwin, with the opportunity to work regularly (but not exclusively) from home. Other locations in Australia will be considered for an exceptional candidate.

## Terms and conditions

Terms and conditions for these roles will be negotiated based on the following:

- The position is full-time and permanent. A 0.8 work week will be considered.
- EJA encourages flexible work arrangements and there is some scope for negotiation with respect to days and hours of work.
- The role is based in Melbourne at our office in Carlton, with travel outside Melbourne required occasionally or in Darwin. Other locations will be considered for an exceptional candidate.
- This role is based in a shared open-plan office where each team member has a dedicated desk.
- Out of hours work is required occasionally.
- Terms and conditions of employment are based on the SCHADS award with over-agreement salary and conditions depending on experience. Salary range for full-time work is \$111,871 - \$117,995 depending on experience, plus superannuation and leave loading.

**Please note that salary sacrificing is not available, apart from superannuation**

## Benefits of working with EJA

We are proud to offer our staff a supportive workplace with excellent conditions, including:

- Supportive work environment and hybrid work opportunities.
- Five weeks of annual leave a year plus an additional three days off (pro rata) over the year end period plus a range of above-award leave including cultural leave and gender affirmation leave.
- 17.5% annual leave loading.
- Above-award salaries.
- 16 weeks parental leave (pro rata).
- Ongoing professional development opportunities.
- Access to our Employee Assistance Program and wellbeing support.
- The Melbourne office has secure bike parking and is close to public transport as well as countless cafes, restaurants and shops and the Queen Victoria Market.



## How to apply

*This is a designated role classified under Section 12 Special Measures of the Equal Opportunity Act 2010. Only Aboriginal and/or Torres Strait Islander and Culturally and racially marginalised candidates may apply.*

Send us a brief application comprising:

- your resume; and
- a statement of no more than 3 pages detailing why you want to work with us and addressing the selection criteria outlined above. Note that if you do not address the selection criteria your application cannot be considered.

Email your application to [recruitment@envirojustice.org.au](mailto:recruitment@envirojustice.org.au)

Enquiries: Narissa Diwan, People & Culture Adviser, 03 8341 3106.

**Applications close Sunday 26 July at 11:59pm (AEST)**