



## Position Description

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### Senior Solicitor, Aboriginal and Torres Strait Islander Justice

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Permanent position  
Full-time, with part-time available  
Identified Aboriginal and Torres Strait Islander position<sup>1</sup>

#### 1. The Public Interest Advocacy Centre

The Public Interest Advocacy Centre is a leading social justice law and policy centre. We build a fairer, stronger society by helping to change laws, policies and practices that cause injustice and inequality.

Our work combines

- legal advice and representation, specialising in test cases and strategic casework;
- research, analysis and policy development; and
- advocacy for systems change and public interest outcomes.

Our work on Aboriginal and Torres Strait Islander Justice involves close collaboration with Aboriginal and Torres Strait Islander individuals, communities, and organisations to protect and promote human rights in a diverse range of areas. This has included police accountability and youth justice, reparations for the Stolen Generations, repayment of stolen wages and reforming the child protection system.

#### 2. Position overview

The Senior Solicitor, Aboriginal and Torres Strait Islander Justice, will lead PIAC's work to advance justice for First Nations people.

We are seeking an experienced Aboriginal or Torres Strait Islander solicitor to undertake public interest casework and legal policy advocacy and to shape PIAC's priorities and strategy for working with First Nations people and communities.

Reporting to the Principal Solicitor, the Senior Solicitor will develop and lead projects that respond to systemic barriers to justice and fairness for Aboriginal and Torres Strait Islander

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<sup>1</sup> This position is open only to Aboriginal or Torres Strait Islander people. It is intended as a special measure to promote substantive equality for the purposes of s 8(1) of the *Racial Discrimination Act 1975* (Cth), and the subject of an exemption granted under s 126 of the *Anti-Discrimination Act 1977* (NSW).

people; supervise junior solicitors, interns and paralegal staff; and work with Aboriginal and non-Aboriginal staff across PIAC on First Nations justice issues.

The Senior Solicitor will exercise initiative and sound judgment and be able to work with autonomy. An essential part of the role is developing and managing PIAC's relationships with a diverse range of stakeholders, especially in NSW Aboriginal communities.

### **3. Major accountabilities**

- Identify barriers to justice and fairness facing Aboriginal and Torres Strait Islander people and communities and develop legal and policy advocacy strategies to address those barriers.
- Develop and maintain stakeholder relationships, especially with NSW Aboriginal communities.
- Provide legal assistance to Aboriginal and Torres Strait Islander clients in priority areas, including undertaking public interest litigation to effect systemic change.
- Research and develop policy positions on Aboriginal and Torres Strait Islander justice issues.
- Draft submissions, reports, articles and media releases to communicate PIAC's policy positions on Aboriginal and Torres Strait Islander justice issues to decision makers and the community.
- Represent PIAC's positions on Aboriginal and Torres Strait Islander justice issues in public forums including conferences, inquiries and in the media as required.
- Support and/or supervise junior solicitors, interns and paralegals.
- Support best practice at PIAC for working with Aboriginal and Torres Strait Islander organisations, communities and clients.
- Provide reports for the PIAC Board and funders addressing outcomes and impact.
- Support the successful implementation of PIAC's Reconciliation Action Plan.
- Other duties as reasonably required.

### **4. Knowledge, skills and experience**

- You are an Aboriginal or Torres Strait Islander person.
- Eligible for a practicing certificate in NSW.
- At least five years' post-admission legal experience.
- Sound interpersonal skills and experience building strong, collaborative relationships and networks with a diverse range of stakeholders, especially in Aboriginal and Torres Strait Islander communities.
- Sound legal casework skills and the ability to undertake high quality legal research, draft effective briefs, advices and legal correspondence.
- Capacity to identify and develop innovative legal, policy and political strategies to address Aboriginal and Torres Strait Islander justice issues.
- Excellent communication skills, including writing skills for the drafting of submissions, position papers, reports, other publications and legal documents.

- Demonstrated ability to work effectively in a team and capacity to supervise junior staff.

## **5. Conditions**

This position is offered full-time, with part-time hours negotiable with the successful candidate. PIAC offers flexible working conditions, including the ability to work remotely. This position is based in Sydney and will require someone who is able to regularly attend our Sydney office and be available for meetings with partners and stakeholders in NSW.

Salary range: \$103,520 - \$107,872 commensurate with experience, plus leave loading and superannuation. Under our Enterprise Agreement, this salary will increase from 1 January 2022 (and annually) in line with the national wage case.

PIAC is a Public Benevolent Institution and is currently able to offer salary packaging subject to PIAC's Salary Sacrifice Policy.