

## Position Description

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### Solicitor/Senior Solicitor, Strategic Litigation

Fixed term 12-month contract  
Parental leave cover  
Full time five days per week  
Sydney based

#### 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.

We actively seek to collaborate and partner in our work to maximise its impact. Our priorities include reducing homelessness; First Nations justice; climate change and social justice; equality and non-discrimination; asylum seeker health rights; and the fair use of police powers.

#### 2. Strategic Litigation

PIAC's Strategic Litigation practice is its largest team. It undertakes strategic legal casework, specialising in test cases, and brings legal expertise to systemic policy and law reform issues. The team both leads and contributes to priority projects that seek social justice and systems change. Our work is focused on advocating for people and communities who are marginalised and facing disadvantage.

#### 3. Position overview

Reporting to the Principal Solicitor, the Solicitor/Senior Solicitor will work as part of PIAC's strategic litigation practice, working primarily on PIAC's Policing and Detention project. The Solicitor/Senior Solicitor will undertake both public interest litigation and policy work, and work closely with relevant stakeholders in the development and progress of our project work.

**Aboriginal and Torres Strait Islander solicitors and solicitors with a disability are strongly encouraged to apply.**

We are seeking a solicitor who will exercise initiative, judgment and have significant responsibility in managing their workload. The solicitor in this role must have a commitment to working in partnership with PIAC's key partner organisations, and the ability to manage a diverse range of stakeholder relationships.

PIAC solicitors and senior solicitors exercise initiative, judgment and have significant responsibility in managing their workload. Consistent with their experience, they have

responsibilities for developing and leading projects; supervising junior solicitors, interns and paralegal staff; and are expected to perform all accountabilities at a high level.

#### **4. Major accountabilities**

1. Develop relationships and liaise with key partner organisations and other stakeholders relevant to our project work;
2. Develop and pursue innovative legal, policy and political strategies for achieving the strategic priorities of the project and in other areas of PIAC's work as required;
3. Identify opportunities and coordinate public interest litigation to effect systemic change as part of the broader priorities identified for the project and in other areas of PIAC's work as required;
4. Support and/or supervise junior solicitors, interns and paralegal staff;
5. Contribute to submissions, reports, articles and media releases to communicate PIAC's policy positions to decision makers and the community;
6. Contribute to the planning and management of projects to achieve outcomes consistent with PIAC's strategic priorities;
7. Provide regular reports for the PIAC Board addressing outcomes and impact.
8. Support the successful implementation of PIAC's Reconciliation Action Plan.

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

##### **Essential**

1. Eligible for a practicing certificate in NSW.
2. At least **three** years' post-admission experience in legal practice relevant to PIAC's legal practice areas.
3. Sound legal casework skills, including experience in litigation and the ability to undertake high quality legal research, draft effective briefs, advices and legal correspondence;
4. Capacity to identify and develop innovative legal strategies to address public interest issues;
5. Demonstrated experience working with clients from a diverse range of backgrounds, including Aboriginal and Torres Strait Islander people, people with a disability, young people and people from culturally and linguistically diverse backgrounds.
6. Excellent writing skills for the drafting of legal documents, submissions, reports and other publications;
7. Sound interpersonal skills and experience developing formal and informal relationships and networks with clients and stakeholders;
8. Experience supervising other members of a legal team;
9. Demonstrated commitment to social justice.

##### **Desirable**

10. Litigation experience in discrimination law or intentional torts, experience in criminal justice law or policy.

## **6. Conditions**

The salary range for this position is \$93,920 - \$115,623 commensurate with experience, plus leave loading and superannuation. PIAC is a Public Benevolent Institution and is currently able to offer salary packaging subject to PIAC's Salary Sacrifice Policy.

The position is offered five days per week, on a fixed term 12-month contract.

PIAC requires all employees to have up-to-date COVID-19 vaccination.

## **7. Applications**

Your application should be no longer than 6 pages in total. An application should comprise a cover letter, resume, and a statement outlining your suitability for the role with reference to the selection criteria (see 'knowledge, skills and experience').

Applications should be sent by email to [jobs@piac.asn.au](mailto:jobs@piac.asn.au)

Inquiries about the position should be addressed to:

Jonathan Hall Spence  
Acting Principal Solicitor  
[jhallspence@piac.asn.au](mailto:jhallspence@piac.asn.au)