

Position Description

Principal Solicitor – Strategic Litigation

Permanent, ongoing position
Full time with part time considered
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 are First Nations justice; disability rights; civil rights; energy and water justice; and reducing homelessness.

2. Position overview

PIAC's Strategic Litigation practice is its largest team, comprising approximately 14 solicitors and two legal secretaries, as well as ad hoc secondments and student volunteers.

The team 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, working closely with other PIAC staff with expertise in policy and systems advocacy; impact measurement and management; media and communications; and fundraising.

The practice is managed jointly by two Principal Solicitors, reporting directly to the CEO. Management responsibilities are divided between the two Principals largely according to projects/practice areas, with other practice management responsibilities shared. The role requires a mature and collaborative leader who can work effectively as the joint manager of a high-performance team.

The Principal Solicitors of the Strategic Litigation team work alongside the Principal Solicitor of the Homeless Persons' Legal Service, to ensure consistent and effective management across PIAC's legal practice.

The Principal Solicitor – Strategic Litigation also contributes to the overall management and leadership of PIAC as a member of its executive management team, including engaging with PIAC's Board of Directors.

3. Major accountabilities

- 3.1 Lead and manage a team within the Strategic Litigation practice to ensure the delivery of high quality legal services, including litigation.
- 3.2 Develop and deliver innovative, strategic legal interventions in relation to existing and emerging public interest issues, consistent with PIAC's Strategic Plan.
- 3.3 Ensure compliance with PIAC's insurance and regulatory obligations as a legal practice.
- 3.4 Contribute to and as required, supervise legal policy and advocacy work (such as submissions, publications and media comment with legal context), to influence change in the public interest.
- 3.5 Working with PIAC's Impact Manager, support the effective measurement and management of the impact of the work of the Strategic Litigation team.
- 3.6 Contribute to the senior leadership and governance of PIAC, including providing advice to PIAC's Board, strategic planning and risk management.
- 3.7 Contribute to efforts to secure and maintain funding for the work of PIAC, to support PIAC's sustainability and growth.
- 3.8 Develop and maintain relationships with key stakeholders to exchange information and views, exert influence, and identify opportunities for joint initiatives.
- 3.9 Represent PIAC externally at meetings, forums, inquiries, conferences and in the media.
- 3.10 Support the successful implementation of PIAC's Reconciliation Action Plan.

4. Knowledge, skills and experience

Essential

- 4.1 Eligible for an unrestricted practicing certificate in NSW.
- 4.2 A minimum of six years legal practice experience relevant to PIAC's strategic legal practice, including litigation in superior courts.
- 4.3 Demonstrated ability to manage a legal practice, including a strong understanding of professional and ethical obligations and risk management.
- 4.4 Capacity to identify and deliver creative legal strategies and test cases to achieve public interest outcomes.
- 4.5 Highly developed research and analytical skills.
- 4.6 Strong management and leadership skills, including a demonstrated capacity to achieve outcomes individually and in a team environment and to produce quality results in a timely manner.
- 4.7 Superior oral and written communication skills.
- 4.8 Well-developed interpersonal skills and the capacity to develop constructive formal and informal relationships and networks.
- 4.9 Demonstrated commitment to social justice.

Desirable

- 4.10 Experience in 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.

5. Conditions

PIAC is an equal opportunity employer and is committed to promoting a diverse and inclusive workforce. Aboriginal and Torres Strait Islander people and people with disability are particularly encouraged to apply.

Annual salary range: \$126,150 to \$131,106 (pro rata where applicable, Level 8 on PIAC's salary scale, increasing to \$133,403 to \$138,645 from 1 January 2024) plus leave loading and superannuation. A fixed additional salary supplement can be negotiated with a candidate to reflect extensive experience.

PIAC is a Public Benevolent Institution and is currently able to offer salary packaging options subject to PIAC's Salary Sacrifice Policy. Staff who take full advantage of salary packaging options can significantly increase their take-home pay.

PIAC's Enterprise Agreement provides benefits including additional paid leave between Christmas and New Year and paid cultural and ceremonial leave. See further: [Public Interest Advocacy Centre Enterprise Agreement](#).

The position is offered full time five days per week, with part time considered as negotiated with the successful candidate. The position is permanent and ongoing.

PIAC provides flexible working arrangements and opportunities for professional development and mentoring. Our workplace culture is collaborative, dynamic and committed to cultural safety.

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

6. 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

Inquiries about the position should be addressed to:

Jonathon Hunyor
Chief Executive Officer
jobs@piac.asn.au