

Makinson d'Apice / Justice and Equity Centre

First Nations Graduate Solicitor

Position Description

- Work with a leading social justice law and policy centre
- Mix client casework with strategic litigation and advocacy for law reform
- 24-month secondment to the Justice and Equity Centre, employed by Makinson d'Apice
- Identified position for Aboriginal and/or Torres Strait Islander people

1. About Makinson d'Apice and the JEC

This is an exciting opportunity for an Aboriginal or Torres Strait Islander lawyer with 0-3 years post qualification experience (PQE) to undertake casework, strategic litigation and law reform at the Justice and Equity Centre (JEC).

This position is a 24-month secondment to the JEC, supported by Makinson d'Apice and forms a part of Makinson d'Apice's pro bono commitment. The successful candidate will be employed by Makinson d'Apice and work at the JEC full time, 5 days per week, under a secondment arrangement.

Makinson d'Apice is a mid-sized Sydney-based firm known for a personable and down-to-earth culture, high-quality work and clients. Makinson d'Apice is one of Australia's oldest firms which has successfully evolved and adapted to meet the challenges of being a trusted legal adviser in a modern world.

The Justice and Equity Centre (formerly the Public Interest Advocacy Centre) is a leading social justice law and policy centre. The JEC builds a fairer, stronger society by helping to change laws, policies and practices that cause injustice and inequality. The JEC's 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 through media, communications, submissions and engagement with decision-makers.

The JEC works across 5 focus areas: First Nations justice; reducing homelessness; disability rights; energy and water justice; and civil rights.

2. Position overview

The First Nations Graduate Solicitor will have the opportunity to work with lawyers and policy officers across the JEC's Homeless Persons' Legal Service (HPLS) and Strategic Litigation team.

The JEC's Homeless Persons' Legal Service provides free legal assistance for people experiencing homelessness. This includes a criminal law practice that aims to divert clients from the criminal justice system. HPLS helps reduce homelessness by tackling legal and

systemic barriers that prevent people from accessing and maintaining appropriate, secure housing.

The JEC's Strategic Litigation team conducts high impact strategic litigation that achieves positive outcomes for disadvantaged people. We bring test cases that create important legal precedents and advocate for policy and law reform to protect human rights and promote social justice.

3. Major accountabilities

You will:

- 3.1 As a solicitor, provide legal assistance under supervision of the JEC Principal Solicitors, including advice and legal casework in criminal and civil law, to clients of HPLS and the JEC.
- 3.2 Contribute to policy and law reform work, including through research and drafting submissions, reports and articles.
- 3.3 Help identify barriers to justice and fairness facing Aboriginal and Torres Strait Islander people and communities and communities that are marginalized or experiencing disadvantage, and implement legal and policy advocacy strategies to address those barriers.
- 3.4 Other duties as reasonably required.
- 3.5 Support the successful implementation of our Reconciliation Action Plan

4. Knowledge, skills and experience

Essential

- 4.1 This position is open only to Aboriginal and/or Torres Strait Islander people (see below).
- 4.2 Completed LLB or JD law degree in Australia at the time of commencing in the role.
- 4.3 Demonstrated ability to manage competing demands and deliver high-quality results on time.
- 4.4 Demonstrated ability to deliver excellent client service.
- 4.5 Strong legal, technical and drafting skills.
- 4.6 Demonstrated ability to achieve outcomes individually and/or in a team environment.
- 4.7 Well-developed interpersonal skills.

5. Identified position

This position is open only to Aboriginal or Torres Strait Islander people. It is intended as a special measure to promote substantive equality, given particularly the underrepresentation of Aboriginal and Torres Strait Islander people in the legal profession.

It is a selection criterion that the person is an Aboriginal and/or Torres Strait Islander person according to the following accepted criteria:

- 5.1 being of Aboriginal and/or Torres Strait Islander descent;
- 5.2 identifying as an Aboriginal and/or Torres Strait Islander person; and
- 5.3 being accepted as such by the community in which you live, or formerly lived.

Applicants who do not address this criterion in their written application will not be considered for the position. No specific form of documentation or 'proof' of identity is required, but applicants should provide confirmation of their Aboriginal and/or Torres Strait Islander identity: for example, a letter of support from a local First Nations organisation, or a recognised Elder in their community.

6. Conditions

Annual salary range: \$84,285 to \$105,296 (pro rata where applicable) plus superannuation.

The successful candidate will be employed by Makinson d'Apice and work at the JEC under a secondment arrangement. This position is offered as a full time, 24-month fixed term contract.

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@jec.org.au.

Inquiries about the position should be addressed to:

Kira Levin

Principal Solicitor, HPLS

jobs@jec.org.au

If you would like to discuss the recruitment process and any adjustments you may require, please contact jobs@jec.org.au.