

# Senior Lawyer (5+ years PAE) - nature

## Position description

Are you a lawyer with a passion for environmental justice? We are seeking an environmental lawyer with 5–7 years' post-graduation legal experience to work with us on nature protection cases and projects. Use your environmental law skills to protect our precious wildlife and natural places from destruction. This exciting role will see you work closely with local communities to develop powerful legal strategies, run law reform campaigns and lead strategic litigation to protect nature.

The position is a full-time ongoing position, but 4 days will be considered. The role reports to the Senior Specialist Lawyer (Ecosystems Lead).

The candidate must be admitted to practice or eligible for admission to practice in Australia. Experience in environmental law and litigation is required, with public law experience highly desirable.

Environmental Justice Australia is an equal opportunity employer. Aboriginal and Torres Strait Islander people, women, people from culturally and linguistically diverse backgrounds, LGBTQI people and people with a disability are encouraged to apply.

**Applications close Monday 13 June 2022 at 11.59pm (AEST).**

## 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 the supervision of the Senior Specialist Lawyer, provide high-quality legal advice (both written and oral) and representation in matters related to biodiversity conservation and threatened species protection:
  - Develop, launch and run litigation matters – including 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 area of public or environment law on matters relevant to the EJA ecosystems program, and draft reports and legal analysis for publication.
- Supervise legal staff (if required) and guide their work programs.
- Contribute to legal advocacy on nature protection issues in partnership with community groups and NGOs.
- Build and maintain excellent relationships with key stakeholders including government and politicians, partner organisations, funders and community groups.
- Work with the Communications Manager and Development Manager 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

- Currently admitted or eligible for admission to practice in Australia, with post-graduation legal experience in environmental law of 5+ years in Australia.
- Experience as the instructing solicitor in litigation matters, and in managing complex legal files.
- An enthusiasm to work closely with local communities 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.
- Initiative, energy, 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 environment or social justice issues.

### Desirable

- Prior experience working within an integrated legal, human rights or environmental justice advocacy organisation as a lawyer, or of working on campaigns for legal change.
- Knowledge or training in environmental science or similar discipline.
- Experience in managing junior lawyers.

## Terms and conditions

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

- The position is full time, but four days per week will be considered.
- The role is based in Melbourne at our office in Carlton, with travel outside Melbourne required occasionally. Other locations will be considered for an exceptional candidate.
- Out of hours work is required occasionally.
- Terms and conditions of employment are based on the Community Legal Sector Multi-Business Agreement with over-agreement salary and conditions depending on experience. Salary range for full-time work is \$107,600 to \$113,800 plus super depending on experience.
- Please note that unfortunately salary sacrificing is not available.

## Benefits of working with EJA

You will be an important part of a lean but high-impact organisation. We are proud to offer our staff a supportive workplace with excellent conditions, including:

- Supportive work environment and opportunity to work regularly from home, with options for flexible work hours.
- Four weeks of annual leave a year plus an additional three days off (pro rata) over the Christmas period.
- 17.5% annual leave loading.
- Ongoing professional development opportunities.
- Access to our Employee Assistance Program and wellbeing support.
- Melbourne office has secure bike parking and close to public transport as well as countless cafes, restaurants and shops.
- Be part of an organisation that values and celebrates cultural diversity.

## How to apply

Interested? Send us a brief application comprising:

- your resume; and
- a statement of no more than 2 pages detailing why you want to work with us and addressing the selection criteria under headings that correspond with the dot points listed above.

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

Enquiries: Bruce Lindsay, Senior Specialist Lawyer, on 0439 035 277.

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