

# Senior Lawyer (5+ years PAE) - environmental enforcement

## Position description

Are you looking to use your legal skills to positively impact the lives of thousands of Victorians? We are seeking a lawyer with expertise in civil enforcement (e.g. WorkCover or environmental enforcement) with 5+ years' post-admission legal experience to work with us to develop and run third party enforcement actions under Victoria's new pollution laws.

This exciting role will see you work closely with local communities to develop ground-breaking strategic litigation. You will be at the forefront of testing these new laws to bring about genuine environmental change for communities who have borne the health burden of excessive pollution.

The position is full time for 12 months but 4 days per week will be considered for the right candidate. It may then be ongoing, subject to funding. The role reports to the Senior Specialist Lawyer (Justice).

You must be admitted to practice or eligible for admission to practice in Australia. Experience in running civil enforcement cases is essential. Experience of the WorkCover scheme or third party environmental enforcement in NSW or environmental enforcement under other Victorian schemes is highly desirable. The capacity and willingness to work closely with local communities and NGOs is essential.

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

**Applications close Sunday 5 February 2023.**

## 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, and in partnership with other key EJA lawyers and community clients, develop novel litigation testing the new third party enforcement provisions of the Environment Protection Act (Vic)
- Provide high quality legal advice (both written and oral) and representation in matters related to environmental enforcement:
  - 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.
- Deliver community legal education programs and support to community groups relevant to the program.
- Supervise legal staff (if required) and guide their work programs.
- Build and maintain excellent relationships with key stakeholders including partner organisations, funders and community groups.
- Work with the Communications Manager, Development Manager and Senior Campaigner 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 law in Australia, with 5+ years of post-admission legal experience in enforcement, preferably civil enforcement under environmental or WorkCover schemes.
- An ability to critically analyse complex information (such as scientific and technical reports) and convert your analysis into clear language and real-world influence or action.
- Experience as the instructing solicitor in enforcement litigation, briefing experts 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.
- Experience in managing or supervising junior lawyers.

## Location

The role is based in Melbourne. Other Victorian locations will be considered.

## Terms and conditions

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

- The position is a 12-month contract and full time, but four days per week will be considered.
- Overnight travel to regional communities and/or to the EJA office in Melbourne (if not based in Melbourne) will be required occasionally.
- Out of hours work is required occasionally.
- Terms and conditions of employment are based on the SCHADS award with over-agreement salary and conditions depending on experience. Salary range for full-time work is \$113,600 to \$120,615 depending on experience, plus superannuation and leave loading.
- Please note that 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

Send us a brief application comprising:

- your resume; and
- a statement of no more than 3 pages detailing why you want to work with us and addressing the selection criteria outlined above. Note that if you do not address the selection criteria your application will not be considered.

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

Enquiries: Bruce Lindsay, Senior Specialist Lawyer on 03 8341 3109.

**Closing date: Sunday 5 February 2023 at 11.59pm (AEDT).**