

**Policing and Generalist Lawyer**  
**Aboriginal or Torres Strait Islander role**



**Redfern  
Legal  
Centre**

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**Sydney based**  
**Permanent, full time or part time**  
**Supervision: Police Accountability Senior Solicitor**

## **1. Redfern Legal Centre**

Redfern Legal Centre is a non-profit community legal centre that promotes social justice and creates change. We provide free legal advice, legal services and education to people experiencing disadvantage in New South Wales. We drive innovation and change through policy and law reform work to address inequalities in the legal system, policies and social practices that cause disadvantage.

We provide effective and integrated free legal services that are client focussed, collaborative, non-discriminatory and responsive to changing community needs - to our local community as well as state-wide. Our specialist legal services focus on tenancy, credit, debt and consumer law, financial abuse, employment law, international students, First Nations justice, police accountability. We also provide outreach services including through our health justice partnership.

## **2. Position Overview**

The Policing and Generalist solicitor will work three days in policing and two days in our generalist practice.

Redfern Legal Centre's Police Accountability statewide practice provides advice on police complaints and responds to systemic issues that arise from our casework through test cases, advocacy and law reform. The solicitor in this role will provide advice and representation on police powers, police complaints, civil tort claims against police (advice only) and challenging fines. The solicitor will contribute to our community legal education program and law reform activities and may supervise and assist the UNSW Police Powers Clinic.

The solicitor will also undertake advice and legal assistance work in the generalist practice, in areas including police powers, fines, discrimination, victims compensation, AVOs, Stolen Generations Reparations, National Redress Scheme, guardianship and government complaints. In the generalist practice, the solicitor will provide initial advice and internal referrals to RLC's main practice areas, including credit, debt and consumer law, employment law, tenancy and financial abuse.

Clients experiencing disadvantage and First Nations clients are a priority and significant proportion of both practice areas. The solicitor will provide culturally appropriate assistance and work with

Gadigal Land, 73 Pitt St Redfern NSW 2016 | PO Box 1805, Strawberry Hills NSW 2012

**Phone:** (02) 9698 7277 **Web:** [rlc.org.au](http://rlc.org.au) **Email:** [info@rlc.org.au](mailto:info@rlc.org.au)

ACN: 31 001 442 039

local First Nations organisations and clients to identify systemic policing issues and collaborate to address these issues.

### **3. Position Responsibilities**

- Undertake work within the Police Accountability and Generalist Practices including advice and casework.
- Supervise and check advices given by volunteer lawyers.
- Supervise and assist the UNSW Police Powers Clinic partnership.
- Identify areas of need and community demand for community legal education and assist in developing the Centre's community legal education program.
- Prepare and present educational material for stakeholders, including local organisations.
- Together with First Nations local organisations, identify policy and reform issues arising from casework, and undertake law reform and policy work to address these issues
- Identify possible test cases and, where appropriate, develop and assist in conducting test cases
- Contribute to Redfern Legal Centre generally through intake shifts, supervision of students and volunteers, attendance at staff and team meetings, contribution to funding and board reports and our Reconciliation Action Plan.

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

#### **Essential**

1. You must identify as Aboriginal or Torres Strait Islander for this role.
2. Qualified to practice as a solicitor in NSW and holds or is eligible to hold a current practising certificate and at least 18 months post-admission experience advising clients and/or conducting casework in relation to police powers, criminal law or general civil law.
3. Demonstrated commitment to social justice.
4. Demonstrated ability to take initiative, accept responsibility, and work with limited supervision providing advice and conducting casework on a range of civil legal issues.
5. Demonstrated ability to work with people experiencing disadvantage, particularly Aboriginal and Torres Strait Islander people, as well as people from non-English speaking backgrounds and people with disability.
6. Excellent interpersonal and communication skills.
7. Experience in contributing to law reform, community legal education and policy submissions, and working collaboratively with team members and other organisations to contribute to systemic law and policy reform.

### **5. Conditions**

Salary and benefits: \$98,353 - \$104,861 p.a. (pro rata for part time) depending on qualifications and experience. Superannuation and annual leave loading are paid in addition to this.

In addition to being a flexible workplace, Redfern Legal Centre offers a 35-hour working week, time in lieu options and a paid end of year closure of two weeks (including public holidays) on top of four weeks annual leave.

Redfern Legal Centre offers staff generous salary packaging options. The tax savings for a staff member choosing to take full advantage of the salary packaging option mean that their take home salary may be increased by up to \$6,000 per annum.

## **6. Applications**

**There is no closing date for applications. Applications will close once a suitable candidate is selected. Please apply as soon as possible.**

Redfern Legal Centre is a diverse and inclusive workplace with flexible conditions.

Your application should be no more than six pages long and should include:

- a cover letter;
- your resume; and
- must include responses to the **essential knowledge skills and experience criteria** included in the job description.

Please send your application to [recruitment@rlc.org.au](mailto:recruitment@rlc.org.au).

Enquiries should be directed to Alexis Goodstone – [alexis@rlc.org.au](mailto:alexis@rlc.org.au)