



North Australian Aboriginal Justice Agency

Freecall 1800 898 251 ABN 63 118 017 842 Email mail@naaja.org.au

Duty Statement

**POSITION: COMMUNITY LEGAL EDUCATOR / LAWYER (IDENTIFIED POSITION)
CONTRACT TO 30 JUNE 2021**

LOCATION: DARWIN

POSITION OVERVIEW

The North Australian Aboriginal Justice Agency Ltd (NAAJA) provides legal services for Indigenous people in the Northern Territory with offices in Darwin, Palmerston, Katherine, Tennant Creek and Alice Springs.

We are recognised as a leading Australian legal service and have received both national and Northern Territory human rights awards for our work. We are committed to providing quality representation for our clients and bringing about long term change in the justice system.

NAAJA is seeking a Community Legal Educator to join the Community Legal Education (CLE) team. NAAJA's CLE work builds on many years of developed practice and expertise. The program aims to increase Aboriginal Territorians' confidence and ability to navigate and influence the mainstream legal system. We take a community development approach to CLE and work collaboratively with community members to identify local needs, deliver CLE tailored to these needs, and build community capacity. Both our urban and remote legal education sessions are informed by principles of adult and Aboriginal learning styles and two-way learning exchanges, and our meaningful commitment to developing cultural competency.

This position will suit someone who has a high level of motivation, energy and commitment to professional excellence. There will be a level of independence and autonomy with this work and a need to collaborate effectively with a diverse team and with external stakeholders and organisations. The position is full time and will be based in Darwin with extensive travel to communities across the Top End. The salary level will be negotiated and will be commensurate with the knowledge, skills and experience of the selected applicant.

This position is identified for an Aboriginal and/or Torres Strait Islander person, and is intended to constitute a special measure under section 8 (1) of the *Racial Discrimination Act 1975* (Cth), and section 57 of the *Anti-Discrimination Act 1996* (NT).

HEAD OFFICE: DARWIN

61 Smith Street
GPO Box 1064
DARWIN NT 0801
Tel: 08 8982 5100
Fax: 08 8982 5190

KATHERINE

10 Third Street
PO Box 1944
KATHERINE NT 0851
Tel: 08 8972 5000
Fax: 08 8972 5050

ALICE SPRINGS

55 Bath Street
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Tel: 08 8950 9300
Fax: 08 8953 0784

TENNANT CREEK

61 Patterson Street
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TENNANT CREEK NT 0861
Tel: 08 8962 1332
Fax: 08 8962 2507



North Australian Aboriginal Justice Agency

REPORTING RELATIONSHIPS

The Community Legal Educator / Lawyer reports to the Coordinator, Community Legal Education (Darwin).

DUTIES

1. Deliver NAAJA's CLE program, including workshops and training sessions with individuals and groups (especially Night Patrol teams) in remote and urban areas in the Top End of the Northern Territory.
2. Work with communities to build relationships and determine community legal education and social justice needs and priorities.
3. Regularly travel to remote communities and townships in the Top End.
4. Contribute to the effective project management of CLE projects, including by collaborating with other agencies and organisations and contributing to funding reports.
5. Prepare CLE publications and multimedia, including coordinating content development and distribution.
6. Depending on the applicant, serve rotations within the criminal law team at NAAJA, representing and providing advice to clients in criminal matters.

SELECTION CRITERIA

Essential:

1. Tertiary qualifications in law, community development or education, or similar relevant work experience.
2. Demonstrated ability to communicate effectively with Aboriginal people from Top End communities, including demonstrated experience in cross-cultural communication and familiarity with adult education techniques.
3. Understanding of the civil and criminal justice systems in the Northern Territory.
4. Ability to work constructively with a diverse team of legal and non-legal staff.
5. Ability to meet deadlines and work autonomously with limited supervision.
6. Commitment to NAAJA's Cultural Competency Framework 2017 – 2020.
7. Ability to travel to, and work from, remote locations across the Top End.
8. NT Driver's License or interstate equivalent.
9. Satisfactory criminal history check and no history of disqualification from employment by a legal practice.

Desirable:

1. Demonstrated knowledge and experience in community legal education.
2. Admission (or eligibility for admission) as a legal practitioner in the Northern Territory.
3. Experience as a legal practitioner in the Northern Territory, particularly experience representing Aboriginal clients in criminal matters..
4. Experience managing and/or mentoring staff.

Please note: applicants for this position must address the selection criteria in their written application.

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Basic Employment Conditions

Position: COMMUNITY LEGAL EDUCATOR / LAWYER

- 1) **Probationary Period:**
6 months
- 2) **Place of Employment:**
Darwin
- 3) **Hours of Work:**
37.5 hours per week. 8:00am - 4:30pm Monday to Friday
- 4) **Salary/Wages:**
CLEO2 \$73,414 - \$78,401 per annum
As a Public Benevolent Institution (PBI) NAAJA is currently able to offer salary sacrificing benefits in line with current legislation (Conditions Apply)
- 5) **Allowances:**
Annual Airfare Entitlement payable per annum after 12 months qualifying service Darwin - \$1,150
- 6) **Superannuation:**
9.50% as per Commonwealth Superannuation Guarantee [Administration] Act 1992
- 7) **Annual Leave:**
6 weeks per annum. Leave loading of 17.5% will be payable on annual leave.
- 8) **Long Service Leave:**
As per the NT Long Service Leave Act with the exception that service with other Legal Aid services and agreed Aboriginal organisations is recognised as relevant service for the purpose of accessing Long Service Leave on a pro-rata non-financial basis.
- 9) **Personal / Carer's Leave:**
15 days per annum.
- 10) **Other:**
 - Where a Legal Practising Certificate is required, evidence of a current Australian Legal Practising Certificate or eligibility to obtain one
 - Satisfactory Working With Children Clearance Check on commencement
 - Where a driver's licence is required. Evidence of a current NT "C" Class driver's licence or equivalent

Disqualification and conviction of serious offences

Under the Legal Profession Act, NAAJA is not able to employ a person who has been convicted of a serious offence or disqualified from legal practice without permission from the Law Society. You must inform NAAJA if you are a disqualified person or have been convicted of a serious offence and it is an offence under the Legal Profession Act if you fail to do so.

For employees who do not hold a practising certificate, you will be required to undergo a police record check before commencing your employment.

It is an ongoing condition of your employment that you notify NAAJA immediately if you are subject to proceedings for disqualification from legal practice or charged with a serious criminal offence.

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