



**Community
driven justice.**

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2022 TRAINEE LAWYER RECRUITMENT INFORMATION

Fitzroy Legal Service is a community-based organisation, independent of government, dedicated to assisting the most marginalised members of the community with legal information, advice and representation, as well as championing law reform and conducting public interest litigation. Our services are offered across the Cities of Darebin and Yarra, and the inner north of Melbourne. For further information please visit our website www.fls.org.au

This document outlines the process for applying for the Fitzroy Legal Service 2022 Trainee Lawyer position.

ELIGIBILITY

- Law students who commenced their final semester of their law degree in 2021 are eligible to apply;
- Students who have recently graduated from law and who have not been admitted to practice may also apply; and
- Law graduates who are currently undertaking PLT (but are not yet admitted to practice) are eligible to apply.

If you are already admitted to practice you cannot apply. If you are currently studying law but will not commence your final semester in 2021, you cannot apply.

You must be legally entitled to work in Australia to apply.

The Fitzroy Legal Service is an inclusive employer and does not discriminate on the basis of age, race, gender, ethnicity, religion, sexual orientation, gender or disability. Members of the LGBTIQ+ community, CALD and Aboriginal and/or Torres Strait Islander people are encouraged to apply.

POSITION OBJECTIVE

This position is an opportunity to experience and contribute to the breadth of legal assistance services provided by the Fitzroy Legal Service. During the course of the 12-month position, we will provide you with a professional development program designed to equip you with the skills and knowledge to be a successful CLC lawyer (including the Practical Legal Training course if not already undertaken).

The Trainee Lawyer will assist legal staff in providing advice, advocacy and casework services to clients. This is undertaken under the supervision of the Principal Lawyer and with appropriate training provided to allow the Trainee Lawyer to complete their requirements for admission to the Council of Legal Education Board of Examiners. Unless otherwise negotiated or not required, this will involve undertaking the College of Law Practical Legal Training program, with time off provided to enable course work to be completed.

The Trainee Lawyer will provide support to legal staff by drafting correspondence, taking instructions from clients, preparing briefs and general management of casework files. The Trainee Lawyer will spend time at both our Fitzroy and Reservoir offices as well as the Neighbourhood Justice Centre and will also be involved in community development, education, policy, strategic litigation and law reform work.

Like all Fitzroy Legal Service employees, the Trainee Lawyer is expected to support and promote organisational values and objectives. This position is generously funded by Allens.

TIMELINES

Applications open 10am, Monday 16 August 2021

Applications close 11.59pm, Monday 6 September 2021

Interviews will be conducted in the week beginning 27 September 2021. The position will commence in March 2022.

POSITION DESCRIPTION

The Trainee Lawyer is directly responsible to the Principal Lawyer Legal Practice (for Day Service placements) and Principal Lawyer Night Service (for Night Service placement).

Casework

- Assist with casework with an emphasis on criminal law, family law, intervention orders, but also including assistance in tenancy, infringements, employment and some guardianship & administration matters;
- Liaise with clients, handle enquiries, take instructions and provide referrals where necessary
- Prepare briefs to solicitors or counsel, as directed;
- Undertake court-based advocacy under supervision where appropriate;
- Undertake legal research;
- Undertake appropriate administrative, file management and data collection procedures; and
- Work in collaboration with legal staff to provide outreach services as required.

Community Legal Education, Law Reform & Policy

- Contribute to the delivery of community legal education, including seminars and workshops; and
- Contribute to policy and law reform work including submissions and reports.

General

- Support the achievement of the FLS Vision, Strategy and Values, adhering to organisational policies and procedures;
- Attend internal staff and planning meetings, supervision and performance review processes;
- Participate in professional development, including attending PLT training and Allens placement;
- Involvement in fundraising and other events as required; and
- Perform other duties as directed and necessary to the proper performance of the role.

KEY SELECTION CRITERIA

Prerequisite

- Tertiary qualification in Law at the time of commencement of the position;

Essential

- Commitment to social justice and human rights and a strong interest in developing a career in the CLC sector;
- Strong academic record, particularly in areas of law relevant to CLC work;
- Excellent written and oral communication skills;
- Willingness and ability to communicate empathetically with a variety of clients, including those with cognitive impairment or language barriers, people from diverse backgrounds, people with alcohol or other drug dependence, and people experiencing or at risk of experiencing homelessness;
- Excellent analytical skills including the ability to effectively apply the law to different fact situations;
- High degree of initiative and resourcefulness;
- Excellent interpersonal skills and ability to work effectively as part of a team; and
- Prior experience volunteering or working in a CLC or similar organisation highly desirable.

CLASSIFICATION

Social, Community, Home Care and Disability Services (SCHCADS) Industry Award 2010 - Level 3, pay point 3.

SALARY AND CONDITIONS

This is a full-time position (38 hours per week) for a 12 month period.

- \$67,579 annual salary
- 10% superannuation
- 17.5% annual leave loading;

Other terms and conditions as per the Legal Practice (Admission Rules) and the Community Legal Centres 2006-2009 Multi Business Agreement, or its replacement. FLS's tax exempt status allows generous additional tax benefits through salary packaging.

APPLICATION PROCESS

Candidates must email Fitzroy Legal Service the following as one PDF document:

- A covering letter, no longer than one page;
- A document which addresses the key selection criteria set out above;
- A resume which includes your contact details, education, previous work and volunteer experience; and
- A copy of your academic transcript (if you are selected for interview you will be required to submit a certified copy of your transcript).

Applications should be addressed to:

Jennifer Black

Acting Chief Executive Officer

Email: jblack@fls.org.au

Applications must be received by **11.59pm, Monday 6 September 2021**. Late applications or applications which do not address the selection criteria will not be considered. *Due to the expected high number of*

applications, we are unable to acknowledge receipt of each application, unless requested to do so.
Unsuccessful applicants will be notified by email.

Fitzroy Legal Service will make arrangements to interview short-listed candidates the week beginning 27 September 2021.

LOCATION, TRAVEL AND WORK OUTSIDE OFFICE HOURS

The position will be based across the two FLS premises in Fitzroy and Reservoir, although some time will be spent working from the Neighbourhood Justice Centre in Collingwood. Work from home may be required dependent on COVID-19 Restrictions. Some travel may be required (eg: to attend court). Reasonable travel expenses are reimbursed.

The Trainee Lawyer will work a 38 hour week, working standard office hours Monday to Friday. Occasional work outside of standard office hours will be required during the night service placement. Time in lieu of overtime will be provided in line with FLS policy.

ENQUIRIES

As we anticipate a high level of interest in this position, please email any enquiries to Jennifer Black, Acting CEO, jblack@fls.org.au

