Tasmanian Aboriginal Community Legal Service

CIVIL LAWYER SUPPORT ROLE FOR CTH DISABILITY ROYAL COMMISSION

POSITION DESCRIPTION

<table>
<thead>
<tr>
<th>Position title:</th>
<th>Civil lawyer, Support Role for Cth Disability Royal Commission</th>
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<tbody>
<tr>
<td>Reporting to:</td>
<td>State Manager, Tasmanian Aboriginal Community Legal Service</td>
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<tr>
<td>Location:</td>
<td>Tasmanian Aboriginal Community Legal Service</td>
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<tr>
<td></td>
<td>4/152 Macquarie St, HOBART TAS 7001</td>
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<td>Status of employment:</td>
<td>1 EFT</td>
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<td></td>
<td>3 year fixed term until 30 June 2022</td>
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<tr>
<td>Salary:</td>
<td>LO Level 4.1 (SCHADS Level 5 Pay Point 1) $79,643 base minimum</td>
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<td>annual salary at 1.0 EFT.</td>
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<td>Salary packaging available</td>
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Please note: Aboriginal and/or Torres Strait Islander people and people with a disability are strongly encouraged to apply

Overview of NATSILS

The National Aboriginal and Torres Strait Islander Legal Services (NATSILS) is the national peak body for Aboriginal and Torres Strait Islander Legal Services (ATSILS), including:

- Aboriginal and Torres Strait Islander Legal Service (Qld) Ltd (ATSILS Qld);
- Aboriginal Legal Rights Movement Inc. (ALRM);
- Aboriginal Legal Service (NSW/ACT) (ALS NSW/ACT);
- Aboriginal Legal Service of Western Australia (Inc.) (ALSWA);
• North Australian Aboriginal Justice Agency (NAAJA);
• Tasmanian Aboriginal Community Legal Service (TACLS); and
• Victorian Aboriginal Legal Service Co-operative Limited (VALS).

Our members have over 40 years’ experience in the provision of legal advice, assistance, representation, community legal education, advocacy, law reform activities and prisoner through-care to Aboriginal and Torres Strait Islander peoples in contact with the justice system. We are the experts on justice issues affecting and concerning Aboriginal and Torres Strait Islander peoples.

NATSILS nationally promotes the rights of Aboriginal and Torres Strait Islander peoples within the justice system and work to ensure that our peoples have equitable access to justice. We also work to ensure that Aboriginal and Torres Strait Islander Legal Services are adequately funded and equipped to provide high quality and culturally competent legal assistance services.

Overview of VICTORIAN ABORIGINAL LEGAL SERVICE (VALS)

VALS was established as a community-controlled organisation in 1973 to address the over-representation of Aboriginal and Torres Strait Islander peoples in the criminal justice system. The organisation has a long and proud history of providing legal and service support for Aboriginal Victorians who are experiencing or at risk of experiencing negative contact with the justice system and advocating locally, nationally and internationally for the rights of Aboriginal people.

We strive to:

• Promote social justice for Aboriginal and Torres Strait Islander peoples;
• Promote the right of Aboriginal and Torres Strait Islander peoples to empowerment, identity and culture;
• Ensure that Aboriginal and Torres Strait Islander peoples enjoy their rights, are aware of their responsibilities under the law and have access to appropriate advice, assistance and representation;
• Reduce the disproportionate involvement of Aboriginal and Torres Strait Islander peoples in the criminal justice system; and
• Promote the review of legislation and other practices which discriminate against Aboriginal and Torres Strait Islander peoples.

The organisation has grown over the years (with further expansion options being pursued) and now offers criminal, family and civil law services, client services support, community legal education and a range of community justice support programs in both Victoria and Tasmania.

The Tasmanian operation was established in 2015, the Tasmanian Aboriginal Community Legal Service (TACLS), a semi-autonomous operation for Tasmania.

About the Role

The Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability (Royal Commission) was established in April 2019.

NATSILS, in partnership with National Legal Aid, is designing and delivering a National Legal Advisory Service (NLAS) to provide legal advice, information and assistance to members of the public wanting to engage with the Royal Commission.
It is anticipated that some people based in Tasmania who are seeking advice and information through the national phoneline will:

- Require more detailed legal advice and the perusal of documents than can be offered through the phone based NLAS
- Require direct outreach assistance with the preparation of statements and submissions to the Royal Commission, including in prisons, relevant institutions and other places of detention and
- Require more detailed legal advice and/or casework in relation to a range of other civil legal issues not directly connected with the Royal Commission.

The primary purpose of this role will be to provide the above services, and in particular:

- Provide civil legal assistance, both casework and advice, to Aboriginal and/or Torres Strait Islander persons living in Tasmania, who have been referred to TACLS through the NLAS, other services or organisations, or by the mobile lawyers travelling with the Royal Commission. The areas of civil legal assistance offered will mirror those areas offered by TACLS in its general service delivery;
- Be responsible for working more intensively with people who are seeking to prepare statements and/or submissions and engage with the Royal Commission, where these people have been referred from NLAS, other services or organisations, or the mobile lawyers travelling with the Royal Commission. In this context, some of the civil legal assistance provided may go beyond the areas of civil legal assistance otherwise offered by TACLS (e.g. defamation advice);
- Provide the above legal services with a strong outreach focus, including to people residing in prisons or other places of detention;
- In some cases, prepare applications for legal assistance funding on behalf of any Aboriginal and/or Torres Strait Islander persons who have been asked to appear and give evidence at the royal commission.
- Work closely with the NLAS coordinating team, phone service manager and mobile lawyers assisting the Royal Commission, including receiving referrals, and acting promptly to best ensure community members’ ongoing engagement with the Royal Commission process.
- Engage collaboratively with other legal and non-legal stakeholders who are involved with the Royal Commission, to ensure appropriate cross referrals pathways and lines of communication are established and maintained.
- Other legal and advocacy tasks in connection with the Royal Commission as required.

The role is funded through NATSILS, but will be placed within VALS.
### Key Selection Criteria

**Knowledge:** knowledge and understanding of the social, legal and justice issues including abuse and systemic racism faced by Aboriginal and/or Torres Strait Islander people with disabilities across Australia; detailed knowledge of and relationships across the disability sector.

**Service delivery:** Experience in the delivery of quality, culturally safe, trauma-informed and disability appropriate legal and/or disability services that comply with accessibility and other relevant standards.

**Cultural capability:** understanding of the histories, cultures, languages, traditions of Aboriginal and Torres Strait Islander peoples; ability to work effectively and respectfully with Aboriginal and Torres Strait Islander people, organisations, communities; and ongoing commitment to developing own cultural competence in a two-way process.

**Values:** an alignment to the values and vision of NATSILS through a demonstrated appreciation of and sensitivity to the challenges our community members have faced and continue to face in their right for justice and equity.

**Relationships:** proven experience working collaboratively and effectively with key stakeholders, especially in disability support and advocacy and with Aboriginal and Torres Strait Islander communities.

**Initiative and independence:** shows initiative, independence and ability for self-direction and self-management.

**Qualifications and experience:**
- Law degree and admission to practice in Tasmania.
- Experience working with Aboriginal and Torres Strait Islander people with disability would be highly advantageous.
- Previous experience and networks within the legal, not-for-profit, government or disability sector is desirable.

### Mandatory Requirements
- Current lawyer’s practising certificate
- a copy of your current Employee Working with Children card
- you will be required to complete a current Criminal History Police Check

### Key Duties and Responsibilities
The Civil Lawyer, Support Role for Cth Disability Royal Commission, will:
- Provide high-quality, culturally appropriate, trauma informed and accessible civil legal advice and casework to persons referred to TACLS from the NLAS, in areas of civil law TACLS works in, as well as some additional areas specific to the Royal Commission;
- Develop and maintain strong and effective working relationships with a diverse range of key stakeholders including NATSILS, the NLAS, First Peoples Disability Network, other Aboriginal peak bodies, the Royal Commission, Corrective Services Tasmania and other prison operators, and related organisations in the disability and CLC sectors.
- Work professionally, collaboratively and effectively as part of the TACLS and NATSILS teams.
- Be responsive to the strategic direction and focus of the Royal Commission.

**Reporting Relationships**
The Civil Lawyer, Support Role for Cth Disability Royal Commission reports directly to the State Manager, Tasmanian Aboriginal Community Legal Service.

**Funding arrangements**
This position is funded via NATSILS, and situated within VALS.
As with all NATSILS staff, this position is subject to ongoing funding.

**Acceptance on position offer**
I understand and am clear of the position expectations and requirements

Name: ____________________________

Signature: ____________________________

Date: ____________________________