



LAWYER

POSITION

DESCRIPTION

<b>Service/Program:</b>	Hume Riverina Community Legal Service (HRCLS)
<b>Position Title:</b>	Lawyer – Aboriginal Health Service
<b>Probation Period:</b>	6 months from commencement
<b>Position Base:</b>	27-29 Stanley Street, Wodonga but from time to time may be required to work at other UMFC sites either temporarily or permanently by negotiation.
<b>Award:</b>	Community Legal Centres Multi Business Agreement 2006-2009
<b>Classification:</b>	Social & Community Services Worker
<b>Level:</b>	Level 5 or 6 (depending on qualifications and/or experience)
<b>Hours of Work:</b>	Full Time – 38 hours p.w. Contracted hours are according to Employment Conditions form that may change as agreed from time to time.
<b>Tenure:</b>	Ongoing employment subject to available funding appropriate to supporting the position.
<b>Travel:</b>	Travel local/regional on a regular basis is required using an Agency vehicle.

**1. POSITION CONTEXT & SUMMARY OF POSITION**

Consistent with the Agency mission, Strengthening Families to Build Vibrant Communities, the Hume Riverina Community Legal Service (HRCLS) is a program auspiced by Upper Murray Family Care (UMFC). HRCLS is part of a national community legal sector, providing legal assistance to people experiencing financial disadvantage or otherwise disadvantaged in their access to justice in North East Victoria and the Southern Riverina of NSW. HRCLS prioritises working in partnerships and using early intervention strategies such as community development, legal education and law and policy reform projects to inform, strengthen and empower the community we serve.

This position has been made possible due to funding received through the National Legal Assistance Partnership 2020-25 (NLAP) from the Commonwealth for the delivery of legal assistance services to people experiencing poor mental health. Our funding will be used to target and embed an integrated health justice partnership with the Social & Emotional Wellbeing (SEW) Team of Albury Wodonga Aboriginal Health Service

(AWAHS) called Bagaraybang bagaraybang mayinyalang (BBM): Empowering & Alleviating: A Health Justice Partnership offering legal support for social & emotional wellbeing.

Under the direction of the Acting Principal Lawyer - Generalist, the primary role of the Lawyer is to work in partnership with the SEW Team of AWAHS and provide information & referral, legal advice and ongoing casework to first nations people as well as providing community legal education, undertaking community development and law reform/advocacy, as required. Working in partnership with AWAHS, this role also includes providing secondary consultations, legal education/professional development and other partnership activities with AWAHS staff. There is also a component of broader network & sector responsibilities which include maintaining and promoting relationships with Specialist CLCs, active involvement in sector and networks etc.

## 2. COMMUNICATION WITH OTHERS

Position supervised by:	Acting Principal Lawyer - Generalist
Supervises directly:	Nil
Communicates internally primarily with:	HRCLS staff including the BBM project team, Invisible Hurdles project team, NSW Outreach team, volunteers & students and other relevant staff within UMFC.
Communicates externally primarily with:	AWAHS staff, external project evaluator, other Community Agencies, specialist CLCs, HJP networks, peak bodies e.g. Federation of CLCs, Local Legal Practitioners and Court Staff.

## 3. KEY RESPONSIBILITY AREAS (KRAS)

Consistent with the Upper Murray Family Care values of Participation, Respect, Excellence, Justice and Honesty, this position provides high quality, efficient services through the following Key Responsibility Areas:

<b>KRA 3.1</b> Under the direction of the Acting Principal Lawyer, provide high quality legal advice, assistance, information, referrals and ongoing casework to clients of AWAHS targeting people experiencing poor mental health (in accordance with the funding agreement) in a trauma informed way.
<b>KRA 3.2</b> Continue to develop and work in partnership with AWAHS to deliver joined up and targeted, efficient and effective legal assistance services targeting people experiencing poor mental health.
<b>KRA 3.3</b> Provide secondary consultations and professional development to AWAHS and to assist non-legal workers to identify legal issues and appropriate referral options and pathways.
<b>KRA 3.4</b> Engage in appropriate Law Reform and Community Legal Education activities as per requirements set out within Funding Agreements, Strategic Plan, Community Legal Service/Centre Program Plan (CLSP/CLCP) and workplan.

<p><b>KRA 3.5</b> Develop and maintain relationships with;</p> <ul style="list-style-type: none"> <li>• AWAHS SEW Team;</li> <li>• Other AWAHS staff and programs;</li> <li>• Specialist CLCs including Financial Rights and Wirringa Baiya Aboriginal Women’s Centre;</li> <li>• Aboriginal Legal Service and NSW Legal Aid;</li> <li>• Health Justice Network NSW;</li> <li>• Health Justice Australia</li> </ul>
<p><b>KRA 3.6</b> Together with the Acting Principal Lawyer and BBM Community &amp; Legal Engagement Worker develop and implement project plan/work plan, work with the project evaluator/s and ensure that all reporting and funding and service delivery requirements are met.</p>
<p><b>KRA 3.7</b> Provide support to other HRCLS lawyers, solicitor and paralegal volunteers, non-legal volunteers, law/PLT students as required.</p>
<p><b>KRA 3.8</b> Proactively promote and support a culture of child safety and relevant cultural connection for all children including Aboriginal and Torres Strait Islander children, children with disability, children who may be gender diverse or children who may be culturally and linguistically diverse. (CALD)</p>
<p><b>KRA 3.9</b> Contribute to the creation and maintenance of a culture that reflects the Agency values of participation, respect, excellence, justice and honesty.</p>
<p><b>KRA 3.10</b> Actively participate as a team member in relevant meetings, professional development processes such as supervision, training and quality improvement processes in line with program and UMFC guidelines and requirements.</p>
<p><b>KRA 3.11</b> Actively undertake all OHS requirements appropriate to the position &amp; consistent with legal obligation and UMFC culture, policy and procedure.</p>
<p><b>KRA 3.12</b> Other duties/delegations as directed, relevant to the main focus of the position.</p>

#### 4. PHYSICAL REQUIREMENTS OF THE POSITION

(Key of estimated daily requirements: Not Required=0%, Marginal=1-5%, Occasional=6-20%; Regular=21-50%, Frequent=51-70%, Continuous=> 70%)

- Sitting – Frequent
- Standing/walking - Frequent
- Computer based tasks – Frequent
- Driving – Frequent
- Lifting – Frequent
- Twisting/carrying - Frequent

## **5. KEY SELECTION CRITERIA**

### **QUALIFICATIONS/EXPERIENCE:**

- 5.1 Eligible for a practising certificate in Victoria.
- 5.2 Experience in advice and casework in the areas of generalist civil law (e.g. tenancy, fines, consumer, credit & debt, insurance etc) as well as family law and family violence (preferable, otherwise ability to quickly learn essential).
- 5.3 Experience in working with vulnerable and marginalised people, including First Nations People and those experiencing poor mental health.

### **PROJECT SKILLS:**

- 5.4 Ability or capacity to work collaboratively either in an integrated service or health justice partnership including demonstrated understanding of the principles of working in partnership and managing stakeholders effectively.
- 5.5 Ability to collect and analyse data as well as develop and implement project plans.
- 5.6 Experience in or capacity to prepare and develop Community Legal Education webinars/presentations.
- 5.7 Experience in or demonstrated capacity to engage in law reform and advocacy.
- 5.8 Ability to work autonomously whilst recognising own limitations and need for support.
- 5.9 Ability to prioritise work effectively to meet deadlines whilst responding to the needs of key partners and service users.

### **COMMUNICATION SKILLS:**

- 5.10 Demonstrated ability to engage and empathise with complex, vulnerable and 'at risk' service users or those who have experienced trauma.
- 5.11 Highly developed verbal communication skills, including the ability to effectively communicate complex information to range of people, via a variety of channels.
- 5.12 Demonstrated capacity to work collaboratively as part of a team and support a cohesive team environment.
- 5.13 High level computer literacy – e.g. MS Office software, videoconferencing facilities, and social media platforms.

#### **5.14 PERSONAL ATTRIBUTES:**

- **Positive attitude and team values** – demonstrated ability to be a team player and to put into practice the UMFC values of participation, respect, excellence, justice and honesty.
- **Excellent interpersonal skills** – demonstrated ability to build relationships with various groups of people (colleagues, other professionals, stakeholders, clients), be culturally aware and safe, assess situations and environment and adapt communication style to fit.
- **Resilient and adaptable** – demonstrated ability to “adapt, improvise and overcome”.
- **Creative and innovative** – demonstrated ability to take initiative, be innovative and a creative problem solver.
- **Emotional Intelligence/empathy** – demonstrated ability to manage complex situations and stories of trauma from service providers and service users with empathy and an understanding of own wellbeing.

### **6. ADDITIONAL ESSENTIAL REQUIREMENTS OF THE POSITION FOR SUCCESSFUL APPLICANTS**

- 6.1 A satisfactory Victorian & NSW Working with Children Check
- 6.2 A satisfactory Police Check
- 6.3 Evidence of Covid-19 Vaccination 1 & 2.
- 6.3 Current driver’s license

### **7. WORK CHALLENGES/PRESSURES**

- Time constraints and work commitments
- Working with and understanding cultural barriers/misunderstandings First Nations People experience
- Working with clients’ expectations and meeting their needs
- Dealing with distressed clients with multiple and complex needs
- Regular problem solving / challenges around various legal issues, referral options and cross border issues
- Understanding and dealing with funding requirements and expectations
- Establishing partnerships and working with service providers’ expectations and understanding of legal issues within professional and ethical boundaries

## 8. SUPERVISION

At UMFC, supervision is considered to be an integral part of service delivery and workforce management. The development and maintenance of skilled and supported workers depends in large part on the support and structured reflection provided by the supervision framework.

Supervision has a number of benefits for workers, clients, and the organisation, including:

- Protection and a commitment to quality service provision for clients through case review
- A forum of accountability for those to whom the worker is accountable (clients, organisation, profession)
- A reflective space for workers to identify their strengths and weaknesses and any personal issues that may impact on their professional practice
- An opportunity for workers to build their skills and identify areas for future development in a supportive environment.

Supervision is a requirement for all workers at UMFC and must, at a minimum, be provided:

- on an individual basis
- for 2 hours per month (pro rata) which may be in a single block or may be in smaller units.

## 9. CONTRACT OF EMPLOYMENT

All persons employed by the agency are employed under contract. Each contract will provide specific information relating to policies and procedures, including the code of conduct, confidentiality and privacy procedure and pre-existing medical conditions which are required to be signed by persons commencing employment at UMFC.

## 10. DECLARATION OF CURRENT AND ONGOING CAPACITY

1. I have read and understood this Position Description and in signing this document agree that I am capable of fulfilling all of the requirements of the position described both in writing in this document, along with any verbal explanations in terms of:
  - a) The knowledge, skills and attitudes required, and
  - b) My physical and psychological capacity to undertake the work.
2. Additionally I agree to notify the Agency immediately of **ANY CHANGE** in my capacity to meet the requirements as outlined in this position description. This may include, but is not limited to:-
  - any changes in the status of my driver's license
  - my ability to meet any required professional registration
  - any compliance requirements such as the DWES where relevant, WWC check and police check.

**Signed:** \_\_\_\_\_

**Date:** \_\_\_\_\_