

Lawyer
LGBTI Rights Unit
1.0 EFT, 2 years fixed term



The Human Rights Law Centre, a leading national human rights advocacy organisation based in Melbourne, seeks a lawyer to work in our Lesbian Gay Bisexual Transgender and Intersex Rights Unit. This is a new position.

About the Human Rights Law Centre

The Human Rights Law Centre protects and promotes human rights in Australia and in Australian activities overseas. We do this using an integrated strategic combination of legal action, advocacy, research and capacity building. The HRLC works in coalition with key partners, including community organisations, law firms and barristers, academics and experts, and international and domestic human rights organisations.

The HRLC's LGBTI Rights Unit has been newly established to deepen the Centre's work to protect and promote the rights of LGBTI communities. The Unit is both responsive and agenda-setting, receiving requests for assistance as well as working with LGBTI organisations to identify significant and systemic human rights issues.

Over the next three years, the LGBTI Rights Unit will focus on the following priorities:

- Removing laws that discriminate against LGBTI people including adoption and other parenting laws and so-called 'gay panic' or homosexual advance criminal defences.
- Providing strategic advice and legal support to the marriage equality campaign.
- Working to wind back the broad religious exemptions in state and federal discrimination laws that permit discrimination against LGBTI people on religious grounds in a range of areas.
- Building on the Victorian, NSW and ACT schemes to establish schemes across Australia to erase unjust criminal records imposed for homosexual conduct when it was illegal and monitor the operation of the schemes to ensure they are operating fairly and effectively.
- Ensuring transgender, gender diverse and intersex people can access birth certificates without invasive surgery or medical treatment.
- Removing barriers to trans young people accessing potentially life-saving medical treatment.
- Ensuring greater oversight of the medical treatment of intersex infants and young people to protect them from medically unnecessary surgeries and treatment.
- Advocating for legal and regulatory responses to "Gay Conversion" therapies to end harmful practices that seek to "cure" homosexuality.
- Advocating for the humane treatment of LGBTI asylum seekers.

About the Lawyer Role

A new and exciting opportunity has arisen for a lawyer to work as part of our LGBTI Rights Unit. This position will work alongside the Unit's Director and will play a vital role in contributing to all aspects of the Unit's work. While the position will focus primarily on the Centre's LGBTI rights work, it will also involve some work in other areas and in particular refugee and asylum seeker rights and Indigenous rights.

We are seeking a highly motivated, dynamic and collaborative individual. This position is aimed at lawyers with less than 2 years post-admission legal practical experience. People who identify as intersex, transgender, gay, lesbian, bisexual, queer or who are otherwise sexuality or gender diverse are strongly encouraged to apply. This position will be based in Melbourne.

Key Responsibilities

In conjunction with other HRLC staff, the lawyer will:

- undertake and support research, advocacy, litigation and education to promote and protect the rights of LGBTI people;
- work with pro bono legal partners to facilitate the provision of legal advice on human rights issues impacting on LGBTI people;
- contribute to devising and implementing the LGBTI Rights Unit's Strategic Plan;
- develop strong partnerships with the HRLC's key stakeholders, particularly LGBTI stakeholders and donors of the LGBTI Rights Unit;
- perform the above duties in relation to other areas of the HRLC's work, and in particular asylum seeker and refugee rights and Indigenous rights;
- assist with the induction and supervision of legal and paralegal volunteers and interns;
- respond to, and assist with the supervision of volunteer responses to, initial inquiries for legal assistance across a range of legal areas;
- assist with seminars, events and fundraising; and
- undertake administrative tasks as required in a small team.

Qualifications and Experience

Essential

- a degree in law and admission to practise as a lawyer in Australia;
- a commitment to human rights principles and practice;
- the ability to work sensitively and respectfully with LGBTI people and organisations;
- excellent oral and written communication skills;
- strong interpersonal skills and the ability to develop relationships of trust and confidence with diverse stakeholders, including community partners, lawyers, government officials, academics, donors and the media;
- a high degree of professionalism and a reputation for integrity, discipline and attention to detail;
- ability to work efficiently and effectively under a high degree of pressure;
- ability to work effectively in a small, dynamic and motivated team; and
- commitment to promoting and protecting human rights.

Desirable

- direct experience working in or with LGBTI organisations and communities;
- experience in LGBTI policy issues;
- experience in international human rights law; and
- experience working in a public interest, social justice or human rights not for profit organisation.

Terms and Conditions

- The salary will be up to \$60,000 per annum plus 9.5% superannuation (1.0 EFT) depending on qualifications, experience and other relevant considerations.
- The HRLC has charity tax status enabling us to offer staff generous salary packaging options including meals and entertainment packaging. The tax savings for staff who take full advantage of salary packaging options significantly increases their take home pay.
- The HRLC offers flexible working arrangements, paid leave between Christmas and New Year in addition to the normal annual leave provision, opportunities for professional development, and a workplace culture that is professional, dedicated, collaborative and dynamic.
- The position will involve occasional travel and work outside normal business hours.
- The position will be for a 2 year fixed term period. Subject to funding, the position may be extended.

Applications

- Applications should be sent by email to Anna Brown, Director of Advocacy and Strategic Litigation at Anna.Brown@hrlc.org.au and should comprise:
 - a cover letter describing relevant experience and qualifications and why you would like to join the Human Rights Law Centre (maximum 2 pages); and
 - your resume.
- Please combine both your cover letter and resume in a single document, clearly named with your name in the document title.
- Closing date for applications is **5pm on Thursday 10 March 2016**.
- Shortlisted applicants will be contacted by telephone.

Further Information

For further information about the Human Rights Law Centre, see www.hrlc.org.au.

For further information about this position, contact the Director of Advocacy and Strategic Litigation, Anna Brown, on (03) 8636 4456 or Anna.Brown@hrlc.org.au