# SOLICITOR / SENIOR SOLICITOR – CRIMINAL LAW

Environmental Defenders Office (EDO) is the largest environmental legal centre in the Australia-Pacific, dedicated to protecting our climate, communities and shared environment by providing access to justice, running ground-breaking litigation and leading law reform advocacy.

We have a fantastic opportunity for a criminal lawyer to join our Citizen Representation Program (CRP). The CRP provides specialist legal advice and information about the laws that regulate protest activities concerning the environment. In addition, the CRP provides legal representation to those who have been charged with criminal offences arising from their participation in such activities.

This is a unique opportunity to join the EDO in a period of growth and rapid expansion. While the position itself is Sydney-based there will be numerous opportunities to travel to, and practice in, other jurisdictions throughout Australia.

You will have an unrestricted practising certificate, or be eligible to hold one, with direct experience working in an area of direct relevance to the CRP. Forming part of the new Healthy Environment and Justice Program, this position represents an opportunity to deliver on human rights and the promotion of democracy in each jurisdiction, and offers a high level of autonomy. Lawyers who think outside the box and want a chance to think creatively about delivering systemic change are strongly encouraged to apply.

EDO is a diverse and inclusive workplace. Aboriginal and Torres Strait Islander peoples are particularly encouraged to apply.

The position is for an initial period of 12 months with an option to renew subject to funding.

A Position Description is attached below.

**Perks:**

* The chance to deliver positive and just outcomes and develop a unique legal practice within the EDO
* A flexible and family-friendly workplace
* Extra leave over the Christmas period
* 15 personal days per year
* Ongoing professional development opportunities, including media training, as required.

**Key selection criteria**

*Core skills*

* + An unrestricted practicing certificate or entitlement to same
  + A minimum of 2 years PAE working as a solicitor including litigation, 4 + years PAE highly desirable
  + Demonstrated experience in criminal law
  + Strong problem-solving skills and ability to make sound judgements and decisions based on consideration of different views
  + Demonstrated ability to work productively and to deadlines
  + Excellent oral and written communication skills suited to a range of audiences

*Substantive experience*

* + Demonstrated litigation experience in criminal law and/or related disciplines
  + Capacity to undertake law reform or policy, experience desirable
  + Demonstrated experience working with diverse communities and individuals highly desirable

*Personal qualities and cultural competency*

* + A champion of the agreed values of the EDO
  + Strong initiative and self-motivation
  + Commitment to the protection of the environment and to democracy
  + A strong sense of ethics and understanding of professional obligations
  + Demonstrated awareness of and sensitivity to the needs and concerns of individuals from diverse cultures, backgrounds and orientations in both the delivery of our work and our internal culture
  + Demonstrated ability to work in a collaborative and team-based environment.

NOTE: Travel is an essential part of this role.

**About us**

**How to Apply**

Applications must address the key selection criteria, identify the level of seniority preferred and provide evidence of qualifications (CV). Potential applicants are encouraged to obtain further information on the work of EDO from our website. Applications which do not address the selection criteria will not be considered.

For further information about the position contact Julia Grix, Managing Lawyer, Citizen Representation Program by email at [recruitment@edo.org.au](mailto:recruitment@edo.org.au).

Applications close at midday on Tuesday, 15 December 2020 and are to be forwarded to [recruitment@edo.org.au](mailto:recruitment@edo.org.au) with ‘Application for position of Solicitor / Senior Solicitor CRP’ in the subject line.

**Position Description – Solicitor / Senior Solicitor - CRP**

**Key responsibilities**

* + Provide legal advice, representation and education to people who participate in peaceful protest actions concerning the environment.
  + Engage in litigation, policy and law reform, and outreach to achieve EDO’s strategic outcomes through the CRP.
  + Comply with EDO’s policies and procedures, and legal obligations.
  + Deliver legal services in a culturally competent manner and work with clients from a wide variety of backgrounds.
  + Supervise the work of volunteers who undertake tasks such as legal research, document preparation, etc.

**Duties**

* + Provide legal advice and representation to the public on a wide range of legal matters relevant to peaceful environmental protest and democracy.
  + Have carriage of litigation undertaken in the relevant jurisdiction.
  + Undertake public education and outreach, including developing online resources and fact sheets, and the conduct of workshops or seminars with a focus on outreach for vulnerable communities.
  + Engage in law reform related to criminal law and policy, including participating in government policy processes and by developing and maintaining relationships with key stakeholders.
  + Comply with professional obligations.
  + Participate in and support EDO fundraising.
  + Other reasonable requests made by the Managing Lawyer or Director, Healthy Environment and Justice from time to time.

# General

All staff have a responsibility to:

* + develop and maintain a good knowledge of the EDO’s role and policies
  + represent the EDO in a positive and effective manner
  + attend, and contribute actively and constructively at staff meetings
  + maintain appropriate records, assist with office administration, such as files, computer and precedent systems
  + seek opportunities for personal and professional development, particularly related to the team and position’s specific areas of responsibility
  + respond to requests by clients and fellow staff in a knowledgeable, professional, constructive and respectful manner
  + provide accurate and timely data and information for reporting, fundraising and communications purposes.

Note: Senior Solicitors will be expected to work closely with the Managing Lawyer to develop and implement planning for each program, and work with a higher level of autonomy and self-direction. This may include leading on media work, seminars, publications, as well as having carriage of litigation, law reform and advice work.

**EDO Values**

**Commitment – We are committed to; a united organisation, to each other, to collaboration, to justice, to our communities and to creating a world where nature thrives.**

**Diversity – We are respectful of and welcome diversity of; staff, volunteers, offices, environmental regions, communities, stakeholders.**

**Integrity – We work effectively, efficiently, strategically, professionally and ethically; “justice is in our nature”.**

**Visionary – We lead change and environmental empowerment using innovation, creativity, and courage.**

**MORE DETAIL**

**Commitment – We are committed to a united organisation, to each other, to collaboration, to justice, to our communities and to creating a world where nature thrives.**

* We are committed to providing excellent legal services and resources, informed by the best available science, in order to empower clients and communities
* We are committed to improving our planet and society
* We care for EDO’s clients and stakeholders
* We are fearless in the face of adversity, and care for each other as we face this adversity

**Diversity – We are respectful of and welcome diversity of staff, volunteers, environmental regions, communities and stakeholders.**

* We respect First Nations Peoples’ knowledge and experience, and work with them to protect their country and culture
* We acknowledge that the law has not always been just
* We dedicate ourselves to understanding the diversity of our people and culture
* We welcome and respect our own differences and learn from them, and collaborate to achieve our greatest potential
* We are great lawyers and great people, with open hearts and open minds
* We respect the different places our stakeholders come from and strive to help them, even if their worldviews don’t align completely with ours

**Integrity – We work effectively, efficiently, strategically, professionally and ethically: “justice is in our nature”.**

* We are truthful with ourselves and others
* We are nonpartisan and inspire trust in our clients, stakeholders and government
* We respect the world's resources and make maximum productive use of the resources entrusted to us

**Visionary – We lead change and environmental empowerment through innovation, creativity and courage.**

* We expand the boundaries with creativity and skill, pioneering new legal pathways to a healthier, safer world and inspiring others
* We are inquisitive, curious and persistent: exploring new ideas and embracing change
* We boldly challenge the status quo while providing solutions to our most pressing challenges