

# **COMMUNITY SUPPORT LAWYER POSITION DESCRIPTION**

## **Gippsland Community Legal Service a service of Anglicare Victoria**

Gippsland Community Legal Service (GCLS) is an independent non-profit service. GCLS is funded by the Federal and State Governments to deliver free legal services throughout the Gippsland region.

GCLS' mission is to improve access to justice for all members of the Gippsland Community by providing legal advice and advocacy, empowering individuals and groups through community education, and by removing systemic injustice by advocating for law reform.

This aligns with Anglicare Victoria's three guiding pillars of: Prevent, Protect and Empower.

**So come and join us where there is a rewarding career ready for you** in a dedicated, professional team where respecting each other; leading with purpose; working together; and creating a positive difference are valued, and learning and creativity are encouraged.

## Position details

<b>Position</b>	Community Support Lawyer
<b>Program</b>	Gippsland Community Legal Service
<b>Classification</b>	SCHADS Award Level 6 (Social Worker Class 3) (Classification will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award)
<b>Hours</b>	Part Time Negotiable
<b>Hours per week</b>	.5 to .7 EFT
<b>Duration</b>	Fixed Term
<b>Fixed term end date</b>	Nine months
<b>Location</b>	Travel throughout Gippsland sites as required. Base location to be negotiated
<b>Reporting Relationship</b>	This position reports directly to the Gippsland Community Legal Service Team Leader
<b>Effective date</b>	February 2020

## Overview of program

Primarily the position is designed to provide support to the Principal Lawyer and to back-fill for Community Lawyers as required. The position ideally suits a community minded experienced civil/generalist lawyer wanting flexible working hours.

## Position Objectives

1.	To provide disadvantaged members of the community with accessible legal information, advice, referral and representation.
2.	To participate in GCLS' family violence duty lawyer service at Gippsland courts as required.
3.	Supervise and mentor the work of junior lawyers and provide direct guidance in the delivery of legal advice when the Principal Lawyer is absent.
4.	To assist in the provision of legal education programs to professionals and members of the community that encourage greater awareness of legal rights and responsibilities as well as access to the legal system.
5.	To identify and address social injustices and identify areas of need within Gippsland.
6.	To assist GCLS to achieve its objectives and strategies as outlined in its Community Legal Services Plan (CLSP).

## Key responsibilities

The key responsibilities are as follows but are not limited to:


1.	<ul style="list-style-type: none"> <li>Ensure the provision of a range of legal services associated with the role; family violence intervention orders, case management of files, statistics, information, advice, referrals and representation at court in accordance with GCLS' Service Standards.</li> </ul>
2.	<ul style="list-style-type: none"> <li>Undertake professional practice and program development activities in order to promote best practice, law reform, research, education and ongoing quality improvement of the service.</li> </ul>
3.	<ul style="list-style-type: none"> <li>Undertake ongoing professional development through quality supervision, training, development and coaching.</li> </ul>
4.	<ul style="list-style-type: none"> <li>Maintain Administrative aspects of the role in accordance with service standards and policy indicators (SSPI), targets, and legislative requirements.</li> </ul>
5.	<ul style="list-style-type: none"> <li>Supervise and mentor the work of junior lawyers and provide direct guidance in the delivery of legal advice when the Principal Lawyer is absent. Assume the Nominated Person role under the Risk Management Guide when the Principal Lawyer is absent.</li> </ul>

## Key Selection Criteria

The Key Selection Criteria are based on role specific requirements **and** the Anglicare Victoria Capability Framework. Applicants are required to provide a written response to **both** a) and b).

### a) Role specific requirements

Applicants are required to provide a written response to the role specific requirements. The five criteria are to be addressed individually (no more than 2 pages in total).

 <p>Role Specific</p>	1. Hold, or be eligible to hold, an <b>unsupervised</b> practising certificate under the Legal Profession Uniform Law Application Act 2014.
	2. Ability to undertake a range of legal work relevant to disadvantaged clients, including family law, family violence, tenancy, employment, mental health, infringements, debts, and administrative law. Resilience to work with and support clients who have been exposed to trauma. A commitment to the promotion of social justice and human rights, in particular the rights of people to live free from violence and abuse.
	3. Client-focused, with high level written and verbal communication.
	4. Capacity to work without supervision and to use initiative, follow instructions, set priorities, organise and manage workloads and work vigorously to achieve goals.
	5. Understanding of accountability to the team and separately to the community.

## Key Selection Criteria (continued)

### b) Anglicare Victoria Capability Framework

Applicants are required to provide a written response to the Anglicare Victoria Capability Framework. Applicants are to describe how they demonstrate the characteristics in each of the two capability groups; **Personal Qualities and Relationship and Outcomes** (no more than 1 page in total).

The Anglicare Victoria Capability Framework describes the capabilities required to meet the expectations of clients, colleagues and communities in today's changing environment.

These capabilities work together to provide an understanding of the knowledge, skills and abilities required of all employees.

#### Personal Qualities



##### Displays Resilience

Thrives in a changing environment. Handles ambiguity.

Maintains a positive attitude and continues to deliver exceptional results in the face of challenging situations.

##### Has a learning mindset

Shows drive and motivation and a commitment to learning. Strives for continual improvement by looking for ways to challenge and develop.

Brings an innovative approach, fresh thinking and curiosity to develop practical solutions.

##### Shows cultural awareness

Respects difference in all its forms.

Values diversity as a strength and positively utilises diversity.

#### Relationships and Outcomes



##### Puts clients first

Acts to make a real difference in their work.

Is passionate about providing exceptional service to clients, customers and end-users.

##### Works collaboratively

Collaborates with others and values their contribution. Skilled at building strong and authentic relationships.

##### Demonstrates technical and professional acumen

Creates distinctive value for clients and Anglicare Victoria by applying a range of technical and professional capabilities to deliver quality outcomes.

#### Leading People



##### Manages, coaches and develops people

Engages, motivates employees and volunteers to develop their capability and potential.

##### Inspires direction and purpose

Creates a positive and engaged team environment.

Communicates goals, priorities and vision and recognise achievements.

##### Leads change

Leads, supports, promotes and champions change, and assist others to engage with change.



## **Occupational health & safety (OHS)**

Anglicare Victoria is committed to ensuring the health and safety of its employees and any other individuals present in our workplaces.

In achieving and maintaining workplace health and safety, Anglicare Victoria will apply best practice in OHS in accordance with statutory obligations at all times.

All Anglicare Victoria employees, contractors and volunteers are required to:

- take reasonable care for their own health and safety and for that of others in the workplace by working in accordance with legislative requirements and the company's OHS policies and procedures
- take reasonable care their actions or omissions do not adversely affect the health and safety of themselves and others
- cooperate with any reasonable directions, policies and procedures relating to health and safety in the workplace
- report all injuries, illness or 'near misses' to their Supervisor or Manager
- participate in relevant health and safety training based on roles and responsibilities
- as required, participate in the development and implementation of specific OHS hazard and risk management strategies.

In addition to the above, positions with supervision or management responsibility are required to ensure a safe and healthy work environment for all employees, clients, contractors and visitors. This can be achieved by ensuring all people are aware of and have access to OHS policies, procedures, training and reporting systems

## **Cultural Safety in the Workplace**

Anglicare Victoria recognises the important and unique contribution Aboriginal and Torres Strait Islander employees make by bringing their unique skills, knowledge and experience to the workplace. They also contribute important insight into how Anglicare Victoria can provide for and engage with Indigenous clients and communities more effectively.

Our Reconciliation Action Plan (RAP) and Workforce Strategy outlines Anglicare Victoria's commitment to leading and facilitating sustainable employment, training, retention and career development opportunities for Aboriginal and Torres Strait Islanders people.

## Conditions of employment

- Salary and conditions are in accordance with the Social, Community, Home Care and Disability Services Industry Award (SCHADS) 2010. Salary packaging is offered with this position.
- All offers of employment at Anglicare Victoria are subject to a six month probationary period. The staff member will be asked to participate in an annual performance review linked to objectives set out for the position.
- All offers of employment are subject to a satisfactory Criminal History Check, a current Driver's License and an Employment Working with Children Check prior to commencement.

## Acceptance of Position Description requirements

To be signed upon appointment

### **Employee**

Name:

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Signature:

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Date:

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