



Aboriginal Family
Violence Prevention
& Legal Service Victoria
Standing Firm Against
Family Violence

FVPLS VICTORIA POSITION DESCRIPTION

USE OF POSITION DESCRIPTION	
1. New appointment to this position; and/or	
2. During the position holder's Performance and Development Planning and Review	
POSITION DETAILS	
POSITION TITLE	Senior Regional Lawyer (Gippsland)
FULL TIME EQUIVALENT	1.0 FTE
EBA/AWARD CLASSIFICATION AND LEVEL	Not Applicable
REPORTING STRUCTURE	Reports to PRINCIPAL LEGAL OFFICER AND MANAGING SENIOR LAWYER
POSITION DIMENSIONS (BUDGET)	Not Applicable
PURPOSE - Why does this position exist?	
<p>This is a designated position established as a special measure pursuant to sections 12 and 28 of the <i>Equal Opportunity Act 2010 (Vic)</i>. Applications for this position are open to female candidates only. Preference will be given to women of Aboriginal and Torres Strait Islander descent. FVPLS Victoria has been granted an exemption to employ women only in this role pursuant to section 44 of the <i>Sex Discrimination Act 1984 (Cth)</i>. (Australian Human Rights Commission, <i>Notice of Grant of a Temporary Exemption</i>, granted on 6 August 2013).</p> <p>To provide legal assistance and facilitate access to justice for Aboriginal and Torres Strait Islander victims/survivors of family violence and sexual assault.</p> <p>FVPLS Victoria's legal services include advice, representation and advocacy in the areas of:</p> <ul style="list-style-type: none"> • child protection; • family violence intervention orders; • family law; • victims of crime assistance; and <p>subject to capacity, other civil matters arising from clients' experience of family violence, such as: police complaints, housing, Centrelink, child support and infringement matters.</p> <p>The service model we operate</p> <p>FVPLS Victoria operates a culturally safe, trauma informed, holistic and intensive client service model. Clients are assisted by - lawyers and paralegal support workers to access a variety of legal, social, psychological, cultural, health and other support services to address their complex needs and issues.</p> <p>The Barwon South West office of FVPLS is located in Warrnambool. This position is based at Warrnambool with outreach to the Barwon South West region</p>	
RESPONSIBILITIES	
<ul style="list-style-type: none"> • Management of the regional office, including oversight of all non-legal and administrative tasks. • Provide high quality legal advice, court advocacy, casework, assistance and referral to Aboriginal victims of family violence and sexual assault in the areas of Family Violence Intervention Orders, Child Protection, Family Law, Victims of Crime Assistance, and other civil matters arising from the experience of family violence and sexual assault. . • Provide representation services, in accordance with organisational policies and procedures, to clients including: duty services, dispute resolution, Court /Tribunal advocacy, either by personal appearance or briefing Counsel to appear 	



- The Senior Regional Lawyer will work with clients who have complex needs and have experienced trauma and thus must develop relationships with a broad range of stakeholders, including: Aboriginal cooperatives, Aboriginal Health Services, family and children’s services and other Aboriginal community controlled organisations providing support to victims of family violence and sexual assault; mainstream health, mental health, housing, alcohol and drugs, and counselling services; and police, courts and legal assistance services.
- Supervision of the legal and non-legal work, and the day to day mentoring & development of paralegal support workers and/or lawyers within the Legal Practice
- Prepare work plans, statistical analysis and other reports as required
- Conduct regular outreach services across the region, in accordance with annual team/regional work plan, or as required
- Develop and maintain relationships with key regional stakeholders
- Represent FVPLS at key regional forums
- Deliver community legal education, training and information to other Aboriginal community organisations and mainstream services.
- Support and assist FVPLS Victoria Early Intervention and Prevention programs including presentation at a Sisters Day Out.
- Collaborate with Legal Practice staff and empower them to deliver high quality services and contribute to the achievement of the Legal Practice Team
- Contribute to the ongoing development of relevant policies and procedures of the Legal Practice and to FVPLS’ policy work undertaken by the Strategic Support Team, as well as the general organisation.

DECISION MAKING AUTHORITY

Recognise when to involve / escalate issues to the Principal Legal Officer.

KEY INTERACTIONS

Internal:

Colleagues, Senior Lawyers & Principal Legal Officer

External:

Clients and members of the Aboriginal community, Community Organisations, Government Agencies, Courts, other legal and non-legal Professionals

QUALIFICATIONS

Essential:

Eligible to hold legal practising certificate in Victoria.
A degree in law
A valid Victorian driver’s licence
At least 3-5 years practical legal experience in family violence related law.

Desirable:



EXPERIENCE & SKILLS

Essential:

Demonstrated high level oral communication and listening skills with particular capacity to communicate effectively and build strong trusting relationships with Aboriginal people and with clients who have experienced trauma

Well developed written communication skills, commensurate with high quality legal work; and ability to in represent clients in Courts, Tribunals and dispute resolution conferences

Demonstrated ability to perform legal casework of a high standard in family violence related areas of law.

Demonstrated skills and knowledge of family violence legislation & processes and its impact on community

Demonstrated high level interpersonal, liaison, teamwork and collaborative skills

Highly developed organisational skills and the ability to work under pressure and manage competing demands

Good critical analytical skills in relation to policy and community issues.

Ability to supervise and mentor paralegal support workers, volunteers or other staff

Demonstrated ability to work autonomously, and to use initiative to solve problems; awareness of when to escalate legal and non-legal matters to Principal Legal Officer or other manager

Excellent stakeholder engagement and relationship management skills.

Desirable:

Experience working with Aboriginal and Torres Strait Islander people or people from CALD backgrounds.

Experience in providing legal advice or representation in Family Law or Child Protection matters

Eligible to apply for VLA s.29A panel certification in Child Protection, Family Law or Family Violence; or commitment to work towards certification

Knowledge of and commitment to working toward a trauma informed legal practice in the context of family violence and intergenerational and cultural trauma.

TECHNICAL COMPETENCIES

Intermediate PC skills, including strong familiarity with MS suite of tools.

GENERIC COMPETENCIES

Strong analytical and investigative skills.

High level of influencing, negotiating and collaborating both internally and externally

Excellent verbal and written communication skills.