

Paralegal - LCCLC

The role

Reporting to the Senior Child Protection Lawyer in Bendigo, the Paralegal supports the work of the Child Protection practice in Bendigo and Shepparton (remotely), as well as assisting with administration for the LCCLC team more generally. The position would be suited to a law student who has made significant progress in their legal studies.

Organisational overview

ARC Justice is an independent, not-for-profit, human rights organisation that incorporates the Loddon Campaspe Community Legal Centre, the Goulburn Valley Community Legal Centre and Housing Justice.

Our programs deliver accessible legal services, tenancy advice and support to those in our community in the greatest need. We deliver community education and advocate for systemic change that enhances the rights of rural and regional Victorians. We recognise that housing and legal issues do not occur in isolation and we work with local partners to ensure a whole-of-person approach to our work.

Vision

An inclusive community built on a foundation of human rights and equality before the law.

Purpose

We promote equality before the law for people in rural and regional Victoria by: providing legal, advocacy and support services; elevating justice as an issue in public discourse; and advocating for systemic change that upholds human rights.

Principles that underpin our work

Community: We serve, build capacity and are accountable to the community to which we belong.

Learning: We are inquisitive and receptive to new ideas, use evidence-based practice and share our knowledge to achieve the greatest impact for our communities. We learn from both our successes and mistakes.

Partnership: We believe partnership and collaboration with individuals, communities and organisations is the only way to create meaningful and sustainable change.

People: We are committed to ethical and sustainable practice that values our people in achieving our purpose.

Recognition of First Peoples: We celebrate the strength, culture and contribution of our First Peoples. We recognise the systemic injustices brought against them, and work in partnership with local Aboriginal communities to bring justice.

Respect: In all of our work, we show respect. We value diversity and acknowledge differences, knowing these strengthen our community.

About you

The position would be suited to a law student who has made significant progress in their legal studies or a recent graduate. Applicants with paralegal experience, without legal studies will also be considered.

You are at ease when communicating clients who have complex needs, have analytical skills and enjoy getting into the detail of things. This is reflected in the quality of your work, both written and spoken.

The Offer

- 0.8 to 1 FTE (60.8 to 76 hours per fortnight) ongoing position.
- A flexible and supportive team environment where staff engagement and development are prioritised.
- SCHADS Level 3 Award salary subject to skills and experience.
- 3 days ex gratia between Christmas and New Year's Day.
- Salary packaging and accommodation and meal/entertainment packaging is also available.

ARC Justice is an inclusive employer. Aboriginal and/or Torres Strait Islander people, members of the LGBTIQ+ and culturally diverse communities encouraged to apply.

The Position Description can be downloaded from <https://arcjustice.org.au/get-involved/careers/>

Enquiries can be directed to Lindy Harland via recruitment@arcjustice.org.au and a return phone call will be arranged.

To apply

Applications must be submitted via email and not through any third-party recruitment platform. Please address applications to Ben Wu, People and Shared Services Manager, via email recruitment@arcjustice.org.au.

Applications must include:

- Curriculum Vitae (CV/Resume)
- A cover letter
- Your response to the key selection criteria (essential and desirable skills/experience)

Please note that applications that do not respond to the key selection criteria (essential and desirable) will not be considered for interview.

Applications close at 9am Monday January 31st 2022, with interviews to take place the following week.

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Key responsibilities

Legal administration

- Provision of legal and administration support to lawyers in their advice and casework including filing, photocopying, file management, preparation of correspondence and documentation (including Court documentation and affidavits).
- Responsible for the administration associated with booking Barristers for any matters under a Grant of Aid and compiling briefs.
- Develop and maintain familiarity with casework guidelines and program specific guidelines.
- Overall monitoring and input of LCCLC's grants of aid on ATLAS (database) to ensure compliance and correct and timely processes including ensuring all ATLAS correspondence is actioned.
- Support the management of team rosters and diaries to ensure service coverage.
- Develop practices and procedures for systems improvement, in particular matter allocation, client bookings and file management.
- Develop and maintain familiarity with the legal service system, key providers and referral options and materials, including coordination of the review and updating of local referral databases.
- Support community legal education (CLE) activities as required in guidance with the LCCLC team including requests, development and maintenance of in-house resources and where appropriate presentation of CLE sessions.

Intake and client services

- Responsible for monitoring and responding to referral offers from Victoria Legal Aid (VLA).
- Undertake conflict checks.
- Triaging client enquiries according to urgency and eligibility criteria in liaison with the legal intake officers and the Senior Child Protection Lawyer.
- Work within intake systems and procedures.
- Provide reception or intake coverage when required.

Other roles and responsibilities

- Comply with policy and procedures and maintain currency through training that relate to legal and regulatory requirements and our ways of working.
- Seek out training opportunities to further enhance professional development in accordance with duties as required within this position after consultation with your manager.
- Participate in regular supervision and meet agreed performance indicators and work plan activities.
- Undertake any reasonable additional tasks as directed by management.
- ARC Justice is committed to the health, safety and wellbeing of its staff. ARC Justice and its staff must comply with a range of statutory requirements, including equal opportunity, occupational health and safety and privacy laws. ARC Justice is committed to safety and wellbeing of all children and young people.

Ways of Working

- Support colleagues and the team environment – we value stepping outside of our day to day work and helping each-other.
- Contribute actively in meetings and quarterly staff days – we value your input and feedback helps us improve.
- Maintain organisational values and behaviours.
- Support the achievement of the ARC Justice Strategic Plan, through team planning and work plans.

Performance indicators

Perform effectively the duties and responsibilities in your position description with commitment and diligence.	Approach your work with adaptability and openness to feedback and learning, including seeking out relevant opportunities to support your professional development.
Use your best endeavours to protect and promote ARC Justice's interests, reputation and strategic priorities.	Contribute actively to meetings and team discussions - we value your expertise and input.
Promote a positive culture and support your colleagues – we value stepping outside of our day to day work and helping each-other.	Maintain all qualifications, licenses, skills, knowledge and competencies relevant to your employment with ARC Justice.
Maintain organisational values and behaviours as outlined within the Code of Conduct, including cultural safety and awareness.	

Key selection criteria

Essential (Skills, knowledge, experience)

1. Demonstrated ability to engage with people who have complex vulnerabilities including trauma and a commitment to access and equity principles.
2. High level legal diagnostic and problem-solving skills to accurately assess and address client needs.
3. Demonstrated knowledge and skills using referral agencies and partners and provide relevant information and appropriate referrals.
4. Experience and practical knowledge of law and procedure gained from experience in a legal environment.
5. High level oral and written communications skills, including legal drafting and strong interpersonal skills
6. Competent with Word, Excel and data entry as well as records/filing and office systems (experience in ATLAS and CLASS will be viewed favourably).

Desirable (Skills, knowledge, experience, qualification and/or training)

1. Experience with community organisations and the social and economic issues that impact on legal issues in the community.
2. Experience in the development and delivery of CLE.

Prerequisites

1. Significant progress in/or completion of a law degree or equivalent (such as significant paralegal experience or legal studies).
2. Unrestricted Victorian driver's license. This is at the employees' own expense.
3. Clear Police record check (concerning offences of dishonesty and personal safety) and obtaining a Working with Children Card (if applicable). ARC Justice will cover the costs involved.
4. Based on current Victorian Government directions we are required to collect, record and hold vaccination information to ensure staff are fully vaccinated. This information will be treated as private and confidential.
5. As a child safe organization ARC Justice requires disclosure of any formal disciplinary action taken by any current or former employer including any finding of improper or unprofessional conduct.

Any changes to these prerequisites after employment commences must be communicated to the employer immediately by the employee.