

ABORIGINAL LEGAL SERVICE OF WA LIMITED

Perth



Do you want to use your legal and communication skills to help people experiencing hardship? This is a great opportunity to do important work helping vulnerable clients with fine debt. In this role, you will provide legal advice related to the fines enforcement legislation in WA. You will work with a team to help clients have access to an alternative option to address their fine debt through access to therapeutic programs and services in the community. You will help clients reduce financial stress and improve their overall wellbeing. In addition, you will have the opportunity to collaborate and negotiate with various government and non-government stakeholders including Aboriginal Community-Controlled Organisations. Your advocacy, client management and stakeholder management skills will come to the forefront.

LAWYER (Work and Development Permit Service)

- Part-time Fixed Term to 30 June 2023
- Pro-rata salary commensurate with experience \$65,691 to \$80,205 (restricted practice lawyer range \$57,820 to \$62,658) plus superannuation
- Attractive employee benefits including salary packaging, five weeks annual leave and access to flexible working arrangements

About the Service

The Work and Development Permit Scheme (WDP Scheme) is delivered jointly between the Department of Justice, Legal Aid Western Australia and the Aboriginal Legal Service Western Australia (ALSWA). The WDP Scheme is a new initiative that enables eligible people who are experiencing hardship to reduce their outstanding court fine debt via voluntary participation in approved work and development activities such as unpaid work, treatment, courses, programs, services and other similar activities.

ALSWA is funded by the Department of Justice to provide the Work and Development Permit Service (WDP Service) which is based in Perth and provides a Manager, a Lawyer and two Support Workers. The ALSWA's culturally secure WPD Service:

- supports Aboriginal Community Controlled Organisations and other relevant organisations across the state to become approved sponsors under the WDP Scheme and continues to provide support to sponsors once approved;
- links Aboriginal fine defaulters to approved sponsors for the purpose of applying for a WDP; and
- undertakes fine checks and advocacy services for clients to assist in the management of their unpaid fines.

In practice, the WDP Service operates alongside ALSWA's existing legal practice units and other services including the Community Legal Education Officer, the Custody Notification Service, the Bail Support Service/Prison In-Reach Service, and the Youth Engagement Program.

About the role

The main role of the Lawyer is:

- to provide legal advice, assistance, information and training (to both internal and external stakeholders) in relation to the fines enforcement regime in WA;
- support Aboriginal Community Controlled Organisations and other relevant organisations to become approved sponsors under the scheme and to provide ongoing support once an organisation is approved;
- provide legal advice and assistance to clients in relation to their fines and advocate on their behalf as needed; and
- appear in court if required for any fine-related legal proceedings.

The Lawyer is required to work collaboratively with the team and assist other staff in achieving the objectives of the WPD Service.

About you

To be considered for this opportunity, you will need to meet the following requirements:

- Excellent written and verbal communication.
- Well-developed leadership skills, and the ability to work independently and as part of a team.
- Knowledge of or the ability to quickly obtain knowledge of all applicable laws, regulations and guidelines relating to the WDP Scheme and, more generally, the *Fines, Penalties and Infringement Notices Enforcement Act 1994 (WA)* and subsidiary legislation.
- Ability to communicate sensitively and effectively with Aboriginal people.
- Demonstrated ability to communicate and build relationships with internal and external stakeholders at a high level
- High attention to detail.
- Strong negotiation skills.
- Ability to prepare complex legal documents.
- Ability to work both independently and as part of a team comprising legal and non-legal staff with a willingness to learn and share knowledge with others.
- Highly developed conceptual and analytical skills.
- Highly developed organisational and data management skills.
- Ability to travel to regional areas may be required.

About our benefits

We have a friendly, caring and diverse work environment. We offer attractive employment benefits including salary packaging (making part of your salary tax-free), free counselling services to employees and immediate family through our Employee Assistance Program (EAP), flexible working arrangements and opportunities for professional development. We also provide five weeks of annual leave per year with leave loading.

About us

ALSWA is a not for profit independent government funded organisation working to provide high quality representation and assistance to the Aboriginal community in WA.

Our aim is to deliver quality legal services and education in addition to providing leadership, which contributes to the participation, empowerment and recognition of Aboriginal and Torres Strait Islander peoples throughout WA. ALSWA has 11 offices across regional WA and practices in the areas of criminal, family, civil and human rights law, as well as law reform and community legal education.

We live our values of caring, sharing and respect.

How to apply

To submit your application, please send it to recruitment@als.org.au. Your application must include a cover letter and should outline your claims to the position based on the selection criteria along with a copy of your resume.

If you wish to discuss this opportunity in further detail, please speak with Paula Sutherland, Manager WDP Service on (08) 9265 6666.

CLOSING DATE FOR APPLICATIONS: 18 September 2020

For full position details, roles and responsibilities please visit the employment section of www.als.org.au/employment.

We are an Equal Opportunity Employer. We are seeking to increase the diversity of our workforce to better meet the differing needs of our clients and to improve equal opportunity outcomes for our employees. ALSWA strongly encourages applications from Indigenous Australians. We also encourage applications from diverse cultural and linguistic backgrounds and people with a disability. We provide an environment that values diversity and supports all staff to reach their full potential.