



North Australian Aboriginal Justice Agency

Freecall 1800 898 251 ABN 63 118 017 842 Email mail@naaja.org.au

Senior Criminal Solicitor

Position Title	Senior Criminal Solicitor
Salary	CrimLO 5.1 \$114,509 – 5.3 \$ 122,868 per annum (dependent on experience)
FTE	Full-time
Location	Alice Springs
Commencement	Immediately (Negotiable)
Positions	1
Reports to	Managing Criminal Solicitor, Alice Springs
Applications close	10 July 2024

ABOUT NAAJA:

Be a part of one of Australia's most dynamic, diverse, and challenging legal practices. NAAJA provides legal aid for Indigenous people in the Northern Territory, with offices in Darwin, Palmerston, Katherine, Tennant Creek, and Alice Springs.

We are a leading Australian legal service and have received both National and Northern Territory human rights awards for our work. We are committed to providing quality representation for our clients and bringing about long-term change in the justice system. Our staff are motivated, dedicated and do work that matters.

- Salary packaging options
- 6 weeks annual leave per year with leave loading
- Annual airfare
- Remote Allowance

POSITION OVERVIEW:

The North Australian Aboriginal Justice Agency Ltd (NAAJA) provides legal assistance and justice services for Aboriginal and Torres Strait Islander people in the Northern Territory. We have offices in Darwin, Palmerston, Katherine, Tennant Creek and Alice Springs. We are recognised as a leading legal service and have received national and local human rights and crime prevention awards for our work.

NAAJA's legal practice is the largest in the Northern Territory, providing high quality, culturally proficient and accessible advice, casework and court advocacy in both criminal and civil law. NAAJA particularly seeks to achieve social justice for Aboriginal and Torres Strait Islander people through strategic litigation, law reform and education.

The criminal law practice consists of criminal solicitors working in the areas of youth summary, indictable and appellate crime, supported by administrative and client service

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ALICE SPRINGS

55 Bath Street
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Tel: 08 8950 9300
Fax: 08 8953 0784

TENNANT CREEK

61 Paterson Street
PO Box 56
TENNANT CREEK NT 0861
Tel: 08 8962 1332
Fax: 08 8962 2507

staff who play a vital role in ensuring the provision of effective legal services to our clients. The Senior Solicitor position requires a lawyer with a minimum of 5 years post-admission experience with a focus on criminal law and extensive experience as a court advocate, including in intermediate and superior courts.

The work requires high levels of motivation, energy and a commitment to professional Excellence

REPORTING RELATIONSHIPS:

The Senior Criminal Solicitor reports to the Managing Criminal Solicitor, Alice Springs.

DUTIES:

1. Represent clients in criminal matters before the Local Court and Supreme Court, including representation for mentions, direction hearings, pleas in mitigation, defended hearings, jury trials and appeals.
2. Provide high quality advice on criminal law issues to clients.
3. Undertake work at circuit courts, including travel and overnight stays in remote communities.
4. Assist the Managing Criminal Solicitor, Alice Springs as required.
5. Assist in training, development and mentoring of lawyers, interns and support staff.
6. Identify issues that cause disadvantage to Aboriginal and Torres Strait Islander people in the criminal justice system and to assist NAAJA through the Principal Legal Officer to respond to those issues through strategic litigation, advocacy and law reform.
7. Work co-operatively as part of a team to help achieve the goals identified in NAAJA's Strategic Plan.
8. Participate in all staff and team meetings as required.
9. Work co-operatively with secretarial and client service staff as required.
10. Other duties as directed.

SELECTION CRITERIA:

Essential

1. Admission (or eligibility for admission) as a legal practitioner in the Northern Territory with a minimum of 5 years post-admission experience.
2. An understanding of the issues affecting the disproportionate involvement of Aboriginal and Torres Strait Islander people in the criminal justice system, including a demonstrated understanding and sensitivity to Aboriginal and Torres Strait Islander people and their history and culture.
3. Significant experience in criminal trial and appellate work in summary, intermediate and/or superior courts.
4. Excellent communication skills, including the ability to communicate effectively with Aboriginal and Torres Strait Islander people living in the Top End.

5. Good time management and organisational skills including demonstrated capacity to perform under pressure and ability to effectively handle high volume workloads within tight deadlines.
6. Ability and willingness to travel to and work in the regional areas serviced by NAAJA.
7. Ability to work constructively with a diverse team of legal and non-legal staff to achieve the goals of the position including a willingness to seek advice from Client Service Officers on cultural issues.
8. Current Drivers' Licence.
9. Satisfactory criminal history check and no history of disqualification from employment by a legal practice

How to Apply:

Applicants for this position must address the selection criteria in their written application, which should be sent to Recruitment@naaja.org.au.

Aboriginal and Torres Strait Islander people are strongly encouraged to apply.



North Australian Aboriginal Justice Agency

Basic Employment Conditions

Position: Senior Criminal Solicitor – Central Australia

1) Probationary Period:

6 months

2) Place of Employment:

Alice Springs

3) Hours of Work:

37.5 hours per week. 8:00am and 4:30pm Monday to Friday

4) Salary/Wages:

CrimLO 5.1 \$114,509 – 5.3 \$ 122,868 per annum (dependent on experience)

5) As a Public Benevolent Institution (PBI) NAAJA can offer up to \$18,450.15 per annum of the salary, tax-free as a fringe benefit (Conditions Apply)

6) Allowances:

Annual Airfare Entitlement payable per annum after 12 months qualifying service \$1,150

Remote Allowance - \$3,300pa (pro rata if less than full time) paid on a fortnightly basis

7) Superannuation:

9.50% as per Commonwealth Superannuation Guarantee [Administration] Act 1992

8) Annual Leave:

6 Weeks per annum. Leave loading of 17.5% will be payable on annual leave. An additional 3 days of leave at Christmas, in line with the *NAAJA Enterprise Agreement 2015-2019*

9) Long Service Leave:

As per the NT Long Service Leave Act with the exception that service with other Legal Aid services and agreed Aboriginal organisations is recognised as relevant service for the purpose of accessing Long Service Leave on a pro-rata non-financial basis.

10) Personal (Sick, Bereavement, and Compassionate) Leave:

15 days per annum. On termination of employment, employees with 7 years continuous service with NAAJA will be entitled to a payout of 50% of unused Sick Leave credits.

11) Other:

- Where a Legal Practising Certificate is required, evidence of a current Australian Legal Practising Certificate or eligibility to obtain one
- Satisfactory Working with Children Clearance Check on commencement
- Where a driver's license is required. Evidence of a current NT "C" Class driver's license or equivalent

Disqualification and conviction of serious offences

Under the Legal Profession Act, NAAJA is not able to employ a person who has been convicted of a serious offence or disqualified from legal practice without permission from the Law Society. You must inform NAAJA if you are a disqualified person or have been convicted of a serious offence and it is an offence under the Legal Profession Act if you fail to do so.

For employees who do not hold a practicing certificate, you will be required to undergo a police record check before commencing your employment.

It is an ongoing condition of your employment that you notify NAAJA immediately if you are subject to proceedings for disqualification from legal practice or charged with a serious criminal offence.

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