



Community
driven justice.

POSITION DESCRIPTION: Senior Lawyer, Q+Law

Classification	Level 6 of the Social, Community, Home Care and Disability Services (SCHADS) Industry Award.
Hours of work	Full-time (38 hours per week) FLS aims to be a flexible employer and as such hours of work are negotiable.
Duration	Fixed term until 31 October 2026. All positions at Fitzroy Legal Service are subject to the continuation of external funding.
Location	This position is based at Fitzroy Town Hall and the Victorian Pride Centre in St Kilda with some flexibility to work from home. You will be required to attend outreach locations including Queerspace in Carlton, Your Community Health in East Reservoir and/or regional outreaches as required.
Reports to	Managing Lawyer, Q+ Law
Direct Report/s	None

About us Fitzroy Legal Service (FLS) is dedicated to assisting the most marginalised members of the community with legal information, advice and representation, as well as championing law reform and conducting public interest litigation.
Fitzroy Legal Service provides legal services for communities who are disproportionately impacted by law and policy, and those who face systemic barriers to accessing justice.

We provide various multidisciplinary outreach programs reaching communities of colour, people at risk of or experiencing homelessness, LGBTIQ+SB communities, victim-survivors of family violence and people who use drugs.

Our vision: A fairer Victorian community, where the legal and social systems support equality and justice for all.

Q+Law is a community-led, state-wide legal service for LGBTIQ+SB Victorians, established in 2023 by Fitzroy Legal Service in partnership with Queerspace.

This job description the current duties and responsibilities of the position. These will be reviewed on a regular basis with the position holder and are subject to change according to the needs and priorities of FLS. outlines

Our Values: Integrity | Courage & Passion | Empowerment & Advocacy | Connected to Community

Q+Law conducts casework on specialist LGBTIQ+SB legal issues and provides a safe and inclusive entry point to the legal assistance sector for LGBTIQ+SB community members.

Q+Law also provides advocacy, law reform, community education and legal assistance sector capacity-building to empower and advance the rights of LGBTIQ+SB communities.

Position Objective The Senior Lawyer contributes to the work of Q+Law by providing safe, inclusive and specialist legal services to LGBTIQ+SB community members, contributing to advocacy, education and engagement for LGBTIQ+SB communities, and training and supporting junior staff and volunteers.

KEY DUTIES AND RESPONSIBILITIES

Legal Service Delivery	• Provide LGBTIQ+SB community members with legal services that are safe (including culturally safe), inclusive (including trans-inclusive), trauma-informed and client-centred • Conduct complex casework in accordance with Q+Law service guidelines, particularly in discrimination, gender affirming care, name and identity change and expungement of criminal convictions • Provide legal information and one-off legal advice to LGBTIQ+SB community members across a range of community law areas including family law, family violence law, human rights law, employment law, equal opportunity/anti-discrimination law, personal safety law, public and administrative law, summary crime, tenancy law and victims of crime law • Undertake legal research on LGBTIQ+SB legal issues • Contribute to strategic litigation to advance the rights of LGBTIQ+SB communities • Provide place-based services through outreach partners, including at community health services and LGBTIQ+SB community organisations • Deliver legal services in accordance with FLS policies and relevant professional and ethical obligations
Advocacy, Education and Engagement	• Identify systemic issues affecting LGBTIQ+SB communities and contribute to policy, advocacy and law reform activities • Provide secondary consultations and professional education to community lawyers and other community workers on specialist LGBTIQ+SB legal areas • Provide professional education to community lawyers and other community workers on safe and inclusive service delivery for LGBTIQ+SB clients • Contribute to community legal education to improve community understanding of LGBTIQ+SB legal rights and services • Engage effectively with sector partners, stakeholders and LGBTIQ+SB community members to facilitate accessible service delivery and referrals and build the profile of Q+Law
Supervision and training	• Induct, train, supervise, mentor, support and debrief with Q+Law Community Lawyers, volunteers and paralegals as required • Act in the position of Managing Lawyer – Q+Law as required

General	• Contribute to a positive team and organisational culture that promotes inclusion, anti-racism, cultural safety, respect and a team approach • Support the achievement of FLS's vision, purpose, values and strategy, adhering to organisational policies and procedures • Attend staff, team and planning meetings, and participate in supervision and performance review processes • Assist with the collection of data and preparation of reports and other accountability documentation, including case studies • Participate in professional development as applicable • Participate in fundraising and other events as required • Perform other duties as directed and necessary to the proper performance of the role
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SELECTION CRITERIA

Qualifications and experience	• LGBTIQA+SB community member • Unrestricted practising certificate or eligibility to obtain one immediately • At least 3 years post-admission experience
Essential knowledge, skills and attributes	• Demonstrated commitment to LGBTIQA+SB liberation, antiracism, and social justice, including advancing the rights of trans, gender diverse, bisexual, intersex, disabled, HIV-positive, and culturally and racially marginalised community members • Demonstrated understanding of gender, sexuality and intersectionality, and an awareness of the legal and social issues commonly experienced by LGBTIQA+SB communities • High-level client service skills, including the ability to provide safe and inclusive, trauma-informed and client-centered services • Strong analytical and creative thinking skills, and the ability to identify legal solutions in emerging areas of law • High-level verbal and written communication skills • Ability to engage effectively with partners and stakeholders in the community legal and LGBTIQA+SB sectors • Demonstrated ability to train, supervise, mentor, support and debrief with junior lawyers • Demonstrated ability to manage competing demands, work collaboratively within a small team and contribute to a positive team culture • An adaptable working style with the ability to navigate and contribute to the development of a young and evolving service
Desirable knowledge, skills and attributes	• Experience in family law or equal opportunity/anti-discrimination law will be highly regarded • Experience working in the legal assistance and/or community legal sector • Experience working with LGBTIQA+SB community members, in particular with trans and gender diverse community members

This is a special measures role and only LGBTIQA+SB community members are eligible to apply, in line with section 12 of the *Equal Opportunity Act 2010*.