

Ashurst

Pro Bono Junior Lawyer
(12 Month Contract)

Job description

Outpacing change





The opportunity

About the role

Pro bono is a stand-alone legal practice that works to deliver in quality legal services for Ashurst's pro bono clients, provided in accordance with our established pro bono criteria, which is the provision of legal assistance free of charge:

- To disadvantaged and marginalised people of limited means;
- To non-profit organisations and social enterprises assisting people who are disadvantaged and marginalised;
- In matters for the public good of broad public or community concern.

The Pro Bono Junior Lawyer will be seconded to a pro bono organisation based in Perth, Western Australia, as part of Ashurst's ongoing pro bono commitments.



Main responsibilities

The Pro Bono Junior Lawyer's responsibilities include, but are not limited to:

- Actively promoting and demonstrating behaviours and conduct that champions the pro-bono organisation's values and commitment to ethical practice on behalf of clients.
- Maintains confidentiality in accordance with relevant policies.
- Ensures adherence across the area of Legal Services to policies and procedures.
- Provides legal advice and legal services for clients in relevant legal matters.
- Travels to various metropolitan locations to provide legal advice and representation as required.
- Works closely with social workers, support workers and other services to provide holistic and wrap-round services for clients.
- Deliver legal services in an accessible, culturally safe and trauma-informed way to all clients.
- Keeps up to date with legislative and other developments.
- Ensures that the pro-bono organisation's mission, programs and services are consistently presented in a strong, positive image to the community legal sector, the wider legal profession and the community at large.
- Contributes to a supportive working environment.
- Communicates with colleagues to maintain constructive working relationships.
- Ensures the efficient operation of the legal practice in the context of the wider organisation.
- Actively builds rapport as well as constructive internal and external relationships.



About you

- Be admitted as a lawyer of the Supreme Court of Western Australia.
- A passion for pro bono/social justice and supporting people facing marginalisation, disadvantage and financial hardship.
- The ability to be team-focused and also work independently.
- Methodical approach, with high levels of attention to detail, providing work that is quality checked and complete.
- A willingness to continually learn and develop.
- An ability to communicate complex matters to people experiencing mental illness and other complex challenges in a clear and effective manner using plain English (both verbally and written).
- Good communication skills, both written and spoken.
- Empathetic and thorough interpersonal and client care skills.
- Behaves in a professional manner, and is personable and approachable.
- Demonstrates flexibility and willing to adjust priorities or working hours when necessary.
- Good level of technical ability in MS Office, including Word, Excel and PowerPoint.



Benefits



Career Advancement

- Secondment Opportunities (with clients and pro-bono providers nationally)
- Global Opportunities (secondments and short/long term relocation to one of our overseas offices)
- Learning & Development (award winning program that assists in developing your technical and soft skills, and full access to LinkedIn Learning)
- Study support (including financial assistance and paid study leave of post-graduated qualifications)
- Pro bono (assisting marginalised and disadvantaged people and communities)



Health & Wellbeing

- EAP (confidential, fully subsidised professional counselling service available to you and your immediate family)
- Healthcare (discounted corporate Health Plans and free vaccinations)
- Gym membership (fully subsidised corporate memberships)
- Headspace (free access to the Headspace App for mindful mental health support)
- AIA Vitality (a performance based recognition App that rewards employees for adopting healthy habits and looking after their wellbeing)
- Champion Health (access expert wellbeing content and personalised guidance for you and up to three family members)
- Social Activities (a range of social and corporate sports teams and events)



Flexible Working

- Hybrid working (including ergonomic support to work from home)
- Flexible working (including job-share, part-time, sabbaticals, varied hours and working from home)
- Additional leave (purchase up to an extra 3 weeks of leave per year)



Family & Caring

- 26 weeks parental leave (irrespective of gender identity and caring role)
- Family support (paid leave and support for those experiencing pregnancy loss or accessing fertility treatments)
- Circle In (end-to-end program that supports and educates employees throughout their parental leave journey and beyond)
- Domestic violence support (10 additional days of paid leave)



Financial Benefits

- Competitive salaries (with salary packaging options, and performance incentives offered for many roles)
- Insurance (we provide salary continuance insurance and discounts with our provider)
- Referral bonuses (up to \$10,000 depending on the role)
- Corporate and financial discounts
- Novated leasing



Diversity, Inclusion and Social Impact at our heart



Each of us brings something unique to our world.

At Ashurst, we know the power of combining unique perspectives and talent to drive extraordinary solutions and services for our clients.

Fostering an environment that is welcoming, inclusive, and respectful of all backgrounds and perspectives is the cornerstone of our values and the foundation of our success. At Ashurst, Inclusion, Diversity, and Belonging are at the heart of everything we do.

We take diversity seriously, with an established IDB Strategy, representation targets, and six diversity areas with dedicated networks that are focused on actively taking steps to ensure all our people, across all spectrums of diversity, are supported and empowered. To find out more please visit [our IDB page](#).

We are also committed to delivering positive impacts to our communities through our Social Impact programme, with a strong emphasis on working with First Nations people through our pro bono practice.

To find out more please visit our [responsible business page](#).



About Ashurst

Ashurst is a leading global law firm with a history spanning 200 years and a vision to be the most progressive global law firm.



Our in-depth understanding of our clients and commitment to providing exceptional standards of service have seen us become a trusted adviser to local and global corporates, financial institutions and governments in all areas of commercial law.

With offices across the globe, we offer the reach, insight and career opportunities of a truly integrated global network that is built on our values of being passionate about quality, delivering through collaboration and thinking differently.

Our values are critical to the culture of our firm and sum up what we stand for, what makes Ashurst an exceptional place to work and what we aspire to be. For us, “progressive” is a mind-set, an approach to how we do things. We instinctively take a fresh perspective on situations, exploring whether there are better ways of achieving our clients’ goals as well as our own.

We also aim to be at the forefront of the evolution of our industry and have led the market by establishing our New Law Division (Ashurst Advance) and our Consulting Division to provide holistic legal and operational advice to our clients.

To find out more please visit [our website](#).



[ashurst.com/en/careers](https://www.ashurst.com/en/careers)

Accessibility

We are committed to making all stages of our recruitment process accessible to candidates with disabilities or long-term health conditions. If you consider yourself to have a disability or a long-term health condition, please feel able to be open about this at any point during the recruitment process. If you are not sure what adjustments you require, we will work with you to establish the most suitable adjustments at each stage of the recruitment process. Please note that our online application form includes a section which allows you to advise us of any extenuating circumstances that are relevant for us to consider when reviewing your application form. Any information disclosed on your disability will remain strictly confidential and please [contact us](#) if you have any questions.

Background checks

To comply with regulatory and client requirements, Ashurst will undertake appropriate vetting of staff. When applicants accept a job offer, Ashurst, alongside a specialist provider, will undertake professional verification and background checks. These checks are only undertaken with consent, and in accordance with our legal and regulatory obligations.

Right to disconnect

As a leading global law firm, the Firm's business is frequently conducted across multiple office locations and time zones, and it is expected that you will work the hours which are reasonably necessary to fulfil the requirements of your role. This may, at times, require you to work outside your normal working hours to meet particular project or work objectives including working in conjunction with other global teams. Our remuneration packages reflect and recognise your contribution and engagement as part of a global team, and we offer flexible working practices to support you in your role.

