



Community driven justice.

POSITION DESCRIPTION: Community Lawyer, Q+Law

Classification	Level 4 or 5 of the Social, Community, Home Care and Disability Services (SCHADS) Industry Award.
Hours of work	0.8 - 1.0 FTE (30.4 - 38 hours per week) FLS aims to be a flexible employer and as such hours of work are negotiable.
Duration	Fixed term parental leave cover until 30 July 2027. 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 details 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 Community Lawyer contributes to the work of Q+Law by providing safe, inclusive and specialist legal services to LGBTIQ+SB community members and contributing to advocacy, education and engagement for LGBTIQ+SB communities.

KEY DUTIES AND RESPONSIBILITIES

<p>Legal Service Delivery</p>	<ul style="list-style-type: none"> • Provide LGBTIQ+SB community members with legal services that are safe (including culturally safe), inclusive (including trans-inclusive), trauma-informed and client-centred • Provide advice and conduct casework in accordance with Q+Law service guidelines on a range of legal issues linked to a person’s LGBTIQ+SB identity, including discrimination, access to gender affirming care, name and sex marker changes, victims of crime, public and administrative law, IVF and parentage orders, and human rights. • Undertake legal research on LGBTIQ+SB legal issues • 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
<p>Advocacy, Education and Engagement</p>	<ul style="list-style-type: none"> • 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 • Contribute to community legal education to improve community understanding of LGBTQA+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
<p>General</p>	<ul style="list-style-type: none"> • 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

SELECTION CRITERIA

Qualifications and experience – essential	<ul style="list-style-type: none"> • LGBTIQ+SB community member • Current practising certificate (or eligible to obtain one immediately)
Qualifications and experience - desirable	<ul style="list-style-type: none"> • Experience practicing in discrimination law, family law, or human rights law
Knowledge, skills and attributes - essential	<ul style="list-style-type: none"> • Demonstrated commitment to LGBTIQ+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 LGBTIQ+SB communities • Ability to provide safe and inclusive, trauma-informed and client-centered services to LGBTIQ+SB community members • Strong verbal and written communication skills • Ability to engage effectively with partners and stakeholders in the community legal and LGBTIQ+SB sectors • 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
Knowledge, skills and attributes – desirable	<ul style="list-style-type: none"> • Experience working (including volunteering) with LGBTIQ+SB community members, in particular with trans and gender diverse community members, Rainbow Mob, and / or communities of colour • Experience working in the community legal and/or legal assistance sectors

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