



Sexual Assault Legal Service
Western Australia

SEXUAL ASSAULT LEGAL SERVICE WA – LAWYER, SPECIAL PROJECTS

POSITION NAME	SALSWA Lawyer, Special Projects
CLASSIFICATION LEVEL	Unrestricted lawyer level 7/8 SACS Award, depending on skills and experiences (\$113,912 - \$129,966 pro-rata)
REPORTS TO	Reports to SALSWA Team Leader & Senior Lawyer Accountable to WLSWA Principal Legal Officer
TENURE	Ongoing
HOURS	Full-time (with options for part-time or flexible working hours)

ABOUT WOMEN'S LEGAL SERVICE WA & THE SEXUAL ASSAULT LEGAL SERVICE WA

The Sexual Assault Legal Service WA pilot is a partnership between Women's Legal Service WA, Aboriginal Family Legal Services and Ruah Legal Services, all specialist community legal services. SALSWA delivers state-wide, integrated, culturally appropriate and trauma informed socio-legal assistance to victims-survivors in Western Australia.

The aim of the program is for clients to understand their legal rights, make informed decisions, have better engagement with the justice system, and have improved justice outcomes. Services are provided from as early and close to the point of disclosure as possible, tailored to meet the unique needs of each client, and include legal and community services. Wherever possible, assistance is ongoing. Services are targeted at known points of victim-survivor disengagement or departure from the system.

As the lead agency, WLSWA acts as the primary point of contact and provides central coordination and administration, but there is 'no wrong door' for clients to access the service.

WLSWA is the only gender specific community legal centre in WA, delivering services to women (inclusive of cis and trans women as well as non-binary people comfortable in women's spaces) who live with multiple vulnerabilities that creates barriers to accessing justice. AFLS is a Family Violence Prevention Legal Service, delivering specialist legal assistance and social supports to Aboriginal victims of family violence, including sexual assault. Ruah incorporates the Mental Health Law Centre, providing legal assistance to people experiencing severe mental illness, and is a LGBTQIA+ rainbow-accredited service.

POSITION OVERVIEW

The SALSWA Lawyer, Special Projects will work across two new areas within the SALSWA pilot:

1. Protected Communications – delivery of socio-legal services and education with regards to the protection of victim-survivors' counselling and other sensitive records in criminal and family law matters, including advice to agencies and individuals.
2. Restorative Justice – delivery of socio-legal services and education with regards to the experience of image-based abuse by youth aged 15-25, in partnership with the Office for the Commissioner of Victims of Crime's Restorative Justice Unit.

The SALSWA Lawyer, Special Projects will be responsible for establishing these new areas of practice, under the supervision and direction of the SALSWA Senior Lawyer and the SALSWA Management Team. In the case of the Restorative Justice project, the Office for the Commissioner of Victims of Crime and a specially convened Working Group will also provide oversight.

Designing policy frameworks, building networks, and creating client pathways, in collaboration with key stakeholders, will be a central aspect of this role.

Based in the Perth office, the Lawyer, Special Projects may be required to undertake some travel within the metropolitan area and to regional hubs.

RESPONSIBILITIES

Protected communications:

- ✚ Provide legal advice and representation to victim-survivors of sexual violence and sexual violence therapeutic service providers in circumstances where the counselling and/or sensitive records of a victim-survivor have been subpoenaed in relation to a criminal or family court proceeding.
- ✚ Deliver community legal education to service providers on how the counselling and sensitive records of victim-survivors are protected in connection with criminal and family court proceedings.

Restorative justice & image-based abuse:

- ✚ Work in collaboration with the Office for the Commissioner of Victims of Crime in the establishment of a pilot project offering support to victim-survivors aged 15-25 who have experienced image-based abuse, through the lens of Restorative Justice.
- ✚ Provide socio-legal advice and assistance to young victim-survivors, assisting them to understand their various justice options, including Restorative Justice if applicable.
- ✚ Deliver community legal education to young people and youth-based organisations and institutions on the topic of image-based abuse and justice options.
- ✚ Please note: This role will not include facilitating Restorative Justice victim-offender communication processes. If applicable, this will be delivered by the Office of the Commissioner for Victims of Crime's Restorative Justice Unit.

Socio-legal

- ✚ Provide clients with trauma-informed, culturally-appropriate and person-centred support to navigate and engage with their justice options, including but not limited to:

- explaining the justice options available to the victim-survivor and what this might look like;
 - ensuring that they are aware of their rights and entitlements;
 - advocating for the victim-survivor's interests.
- ✚ Facilitate access to supports and programs to address co-occurring legal and non-legal needs.
 - ✚ Coordinate the holistic provision of services to clients, including assistance with communications, meetings and negotiations, and file management.
 - ✚ Provide assistance to clients at outreach locations if needed or appropriate.
 - ✚ Remain abreast of current trends and practices in the legal system and sector, and broader issues pertinent to victim-survivors of sexual assault.

Sector

- ✚ Support the development and continuation of wider networks, referral pathways and sector partnerships to achieve effective service responses for clients.
- ✚ Work in collaboration with partner agencies to ensure the delivery of collaborative and integrated socio-legal assistance to SALSWA clients.
- ✚ Participate in networks and forums relevant to the SALSWA pilot.

Operations

- ✚ Assist in the review and adaptation of service processes and pathways to ensure ongoing quality assurance and improvement.
- ✚ Maintain timely data collection and entry.
- ✚ Provide regular service updates to the SALSWA Team Leader, WLSWA PLO, and SALSWA Management Group.
- ✚ Provide feedback regarding service trends for service reports.
- ✚ Contribute to submissions to government and stakeholders, as directed.
- ✚ Assist in the promotion of SALSWA.
- ✚ Assist with the research and production of resources required for community education.
- ✚ Other duties as directed.

SELECTION CRITERIA

Qualifications, knowledge and experience

- ✚ Degree in Law or equivalent with at least 2 years post-admission experience (must hold an unrestricted practicing certificate).
- ✚ Knowledge of the criminal legal system and relevant legislative frameworks.
- ✚ Knowledge of the family court system and relevant legislative frameworks, particularly that pertaining to the protection of counselling and/or sensitive information and objecting to subpoenas for information.
- ✚ Knowledge of and alignment with the values and practices of Restorative Justice.
- ✚ An understanding of the current landscape of image-based abuse, particularly within a youth cohort.
- ✚ Experience engaging respectfully and effectively with clients who live with complex trauma and other circumstances of vulnerability and adversity.
- ✚ Excellent oral and written communication, including advocacy and negotiation skills.
- ✚ Good understanding of the social, cultural and economic context drivers of sexual assault.
- ✚ Exceptional relationship establishment and maintenance skills, with diverse stakeholders.

Organisational Fit

- ✚ Good organisation skills, including ability to arrange daily workload by priorities, meet deadlines in a fast-paced and changing environment, and create efficiencies in work practices.
- ✚ Excellent problem-solving skills with capacity for proactive thinking and independent work.
- ✚ Ability to create and work constructively and collaboratively in a team environment.
- ✚ Ability to travel when required to deliver services to clients and the community.
- ✚ Clear commitment to social justice and client self-determination.
- ✚ Values driven and aligned with WLSWA vision and SALSWA purpose.
- ✚ Demonstrated competence using Microsoft Word and Outlook.
- ✚ Current National Police Clearance.

Highly Desirable

- ✚ Experience in designing and presenting community legal education.
- ✚ Current 'C' Class WA Driver's Licence.