



AustLII Foundation Limited

UI/UX Designer & Developer

POSITION DESCRIPTION

1. POSITION SUMMARY

AustLII is the largest free-access provider of online Australian legal materials and is one of the largest providers of worldwide free-access legal content. AustLII provides access to over 1000 databases of Australasian legal materials, hosts more than four million searchable documents and receives over 1,000,000 hits daily from diverse user groups. AustLII's core mission is to improve access to justice through better access to public legal information, encompassing primary materials such as legislation, treaties, and court decisions, as well as secondary materials like law reform reports and law journals.

The **UI/UX Designer & Developer** is a newly established position, responsible for leading the design, implementation and continuous improvement of AustLII's user experience, interaction design, accessibility and user interface standards, while contributing to user interface architecture, design system implementation and frontend component development.

The position will improve how users access, navigate, search and understand AustLII's online legal information services by designing intuitive, accessible and user-centred digital experiences across an extensive platform including complex legal text repositories, search and discovery tools, and AI and emerging technology-enabled features.

The role ensures AustLII's platforms and systems are aligned with the needs of diverse user groups including academics, legal professionals, researchers, students and the wider public.

The UI/UX Designer & Developer reports to the Software Engineering Manager and has no direct reports.

2. KEY ACCOUNTABILITIES

- Conceptualise, design, and prototype high-quality user interfaces, interaction patterns, journey maps, UX flows, and wireframes.
- Investigate, analyse, and resolve complex navigation, user experience, and information architecture challenges associated with large-scale legal information environments.
- Support frontend component development and implementation by translating design solutions to code and enabling effective design-to-engineering delivery.
- Work collaboratively with backend and full stack software developers and engineers and the Data & Content team to develop user workflow designs that are technically feasible, accessible and sustainable.
- Plan, conduct, and analyse user research, user experience testing, interviews, surveys, and rapid prototyping activities with diverse stakeholder groups.
- Analyse user research, feedback and behavioural insights and translate insights into actionable feature requirements and design improvements that improve digital experiences for users.
- Oversee design quality throughout development and testing by conducting design reviews, checking implementation against agreed UX/UI specifications.

- Provide strategic UI/UX input into feature planning, prioritisation and roadmap development, ensuring design decisions are aligned with user needs, organisational priorities, and feasible delivery pathways.
- Develop, maintain and promote AustLII's UI design standards, systems, and practices to ensure consistent use of components, patterns, interaction models, accessibility requirements, and brand standards across all digital assets.
- Strengthen and support a culture of collaboration and innovation across the organisation, embracing partnering practices that build trust, transparency and alignment across the technical functions.

In addition to the above, all AustLII team members are expected to undertake the following:

- Perform any other duties as required and appropriate to this position;
- Support colleagues and contribute flexibly across team activities as needed to achieve shared goals;
- Use resources responsibly to deliver efficient outcomes;
- Share knowledge, insights, and lessons learned with peers, ensuring information is well documented and accessible;
- Comply with relevant EEO and WHS regulations.

3. POSITION ATTRIBUTES

Decision-making and Accountability: Works under broad direction, exercising substantial initiative and independent judgement in planning and prioritising work, resolving complex design tasks, and responding to changing requirements. Adapts established approaches to meet the needs of complex or novel digital services.

Influence and impact: Advises and makes recommendations that directly affect the usability, accessibility, consistency, and delivery quality of AustLII's online legal information platforms and services. Influences design and implementation decisions across disciplines.

Problem Solving and Complexity: Resolves complex user experience, navigation and information architecture challenges requiring specialist knowledge of human-computer interaction, software engineering principles and digital delivery constraints.

Collaboration and communication: Communicates complex design rationale clearly to technical and non-technical stakeholders, including engineers, legal domain experts, researchers, and organisational decision-makers. Negotiates design and technical trade-offs in a constructive and collaborative manner and reviews work for technical accuracy and adequacy.

4. QUALIFICATIONS AND EXPERIENCE

A degree in Information Technology with a focus on Human-Computer Interaction, or a related field with at least four years of subsequent relevant experience; or an equivalent combination of extensive practical experience and specialist expertise in UI/UX.

Proven experience managing the end-to-end design lifecycle, from user research, information architecture through to wireframing, visual design, prototyping and frontend implementation and delivery.

Demonstrated experience designing for web-based information-rich digital platforms. Experience in legal domains, research, education or knowledge-management domains is desirable.

A strong portfolio demonstrating user-centred design outcomes and the ability to translate complex requirements into intuitive digital experiences.

5. KNOWLEDGE AND SKILLS

- **User-centred Design:** Advanced capability in user-centred design, interaction design, information architecture, responsive web design, visual hierarchy, layout, typography, and accessible interface design.
- **Design Expertise:** Expert capability in contemporary design and prototyping tools such as Figma, Sketch or equivalent tools.
- **Frontend Development Capability:** Experience in HTML, CSS, Javascript and related user interface technologies, and a strong understanding of frontend systems, implementation constraints and the practical considerations involved in delivering digital products with engineering teams.
- **User Research and Insight:** Ability to plan and conduct user research, facilitate interviews and gather feedback across diverse user groups, undertake usability testing, rapid prototyping and iterative refinement activities, and to translate findings into clear design recommendations.
- **Information Design:** Demonstrated ability to organise complex and information-rich digital content such as legal materials, case law, legislation or research content into clear, discoverable, and accessible user experiences.
- **Visual Communication:** Demonstrated ability to communicate complex information through clear, accessible and visually effective design across a range of digital, publication and multimedia formats.
- **Stakeholder Engagement:** Excellent interpersonal, consultative, and facilitation skills, with the ability to articulate design logic to both technical engineers and non-technical legal domain experts.

6. APPROVAL

Approved by:

Managing Director, AustLII Foundation

Date:

September 2026