



PUBLICLY INTERESTED.

SOCIAL JUSTICE MANUAL
SYDNEY UNIVERSITY LAW SOCIETY 2010

SULS **Social Justice** Careers Manual - *Table of Contents*

Introduction from the SULS Vice-President (Careers)

Editor's Foreword

1. The Concept of Social Justice
2. Where to Start a Career in Social Justice
 - 2.1. In the community
 - 2.2. At Sydney Law School
 - 2.3. With the Sydney University Law Society
3. Social justice organisations
 - 3.1. Recap of *Publicly Interested* social justice careers fair
 - 3.2. Participants of *Publicly Interested*
 - 3.3. Other social justice organisations
4. Experiences in social justice
 - 4.1. Aspirational figures
 - 4.2. Everyday examples
5. International Organisations
6. A Note on Human Resources for Job-Seekers
7. Acknowledgments
8. SULS Publications Director's Notes

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Introduction from SULS Vice-President (Careers)

It is with great pleasure that I introduce 'Publicly Interested: A Social Justice Manual' 2010. The manual's publication marks the second limb of the 'Publicly Interested' initiative – a new SULS initiative in 2010 – that began with the inaugural Publicly Interested Social Justice Careers Fair earlier this year.

In publishing a comprehensive and engaging stand-alone guide to careers in organisations with a social justice focus, SULS has sought to ensure Sydney law students are aware of the breadth of opportunity before them. It is our hope that this guide goes some way to bridging the disconnect between those interested in social justice while at university and those pursuing work in that field through the course of their career.

I would like to extend my congratulations to Editor, Clementine Rendle, and her team of Chris Pearce, Claire Burke, Alice Deng, Timothy Wu and Jennifer Garrick. They have worked hard and compiled information across a broad range of organisations and areas of work. I would also like to thank SULS Publications Director Olivia Teh and her team of Matthew Balzarolo and Jacques McElhone who pieced it all together to tremendous result.

We hope the guide proves to be a useful resource for law students and graduates alike and on behalf of SULS I wish you all the best with your career-related endeavours.

Surya Gopalan

Editor's Foreword

I have heard it said that “law students can be divided into three categories; those looking for money, those looking for prestige, and those looking to save the world”. Today’s law students, however, recognise riches, prestige and altruism need not be discrete categories. At its historical roots, the practice of law is a public profession, and this acknowledgment by students and staff has seen huge strides in the development of social justice and access to the law. Think, for example, of the progress and expansion of community legal centres since the first to be established in NSW, Redfern Legal Centre, opened its doors in 1977.



Sydney Law School has seen an explosion of coverage of social justice issues and careers, which derives from existing student demand. The illustrations of this are numerous. This year saw a huge turnout at the inaugural social justice careers fair, where over 100 students arrived to talk to 17 organisations ranging from the HIV/AIDS Legal Centre to the Aboriginal Legal Service. In winter 2010, almost 50 talented law students from Australian universities took part in the indigenous Aurora Project working on sites as remote as Geraldton on the western coast of Australia. There has also been increasing interest by student to volunteer at community legal centres, such that applications for such positions are competitive.

The *Publicly Interested?* initiative marks a significant advancement in opening the field of social justice to law students. Following the success of the careers fair and inquiries from students, SULS was encouraged to take the initiative further by producing a manual demonstrating the admirable and enriching career options that public policy and social justice have to offer. This manual reflects a push by students and staff alike towards an awareness of the varied uses for a legal education, seen also in the increasing breadth of socially-focused courses at Sydney Law School.

This publication provides a centralised source of information about social justice work delivered direct to students. It has brought together information on the types of work this category entails, the nature of social justice organisations, how to get started and the careers that could potentially result. The manual is designed as part-guide, part-inspiration. What it contains is the seeds of an endless network of people, places and projects that aim to improve social justice. Like Alice down the rabbit hole, all students need is a little push (and a roadmap) before they realise the breadth of their options in the field. Once you’re in, opportunities overlap and multiply as your work experience deepens.

Clementine Rendle



The Concept of “Social Justice”

Pursuing a career in ‘social justice’ can seem to be so broad as to provide a paralysis of choice. The notion of ‘social justice’, after all, appears more connotative of a motivation to contribute to society than parameters of an industry. Students may, for instance, be drawn to a ‘social justice organisation’ by an interest in an area of law such as discrimination or indigenous rights advocacy or by an interest in the people benefitting from the work of a particular organisation. In acting on either motivation, students and lawyers alike can pursue a social justice goal.

It is important to remember that the social justice umbrella is broad and there are numerous channels through which one can pursue an interest in the field. Social justice goals can legitimately be pursued through a range of frameworks from community legal centres to pro bono practices of commercial law firms. Furthermore, they can also be pursued in contexts where law is not strictly practised such as through the work of Law Reform Commissions, advocacy bodies and think tanks.

Students should be aware that there is no standard path to a career ‘in social justice’. Keeping an open mind and pursuing an area of interest will be the best vehicle through which to achieve social justice goals.

Fields of Social Justice: Case Work

Each state and territory in Australia has a government funded **Legal Aid Commission (LAC)**, key agencies through which legal services are provided to low income and socially disadvantaged people. Many are means and merit tested, and a client may have to pay a contribution towards the costs of legal services. LACs can grant aid for legal representation and subsequently refer clients to either a private practitioner or a lawyer from the commission's in-house practice. Services that are generally provided free of charge include providing initial legal information, referrals to appropriate services and advice minor assistance such as completing forms. These services may be provided face-to-face or additionally, some LACs operate telephone facilities.

Designed to supplement LACs, **Community Legal Centres (CLCs)** provide free referrals, advice and assistance to people who are not entitled to legal aid assistance or cannot afford a private lawyer. Many

involve law students and pro bono lawyers, some having ongoing partnerships with particular firms. There exist both generalist centres

that provide services to their local areas (e.g. Redfern Legal Centre) and specialist centres (e.g. Disability Discrimination Legal Centre NSW) that provide assistance for a particular client group or area of law. Experiences with advice and casework services provided CLCs with insight into the ways in which the law affects the lives of their disadvantaged clients, and so CLCs are able to provide advice to the government on policy development through participating in advisory councils and writing law reform submissions.

LawAccess NSW is a government-funded telephone service that gives legal information, advice and referrals to callers with legal issues. If the problem meets certain criteria, a LawAccess lawyer can give advice over the phone, otherwise a customer service officer can post information to callers or offer a referral.



Fields of Social Justice: Education

Community legal education can be classified under three groups: seminars, workshops for welfare workers and resource material in various mediums and languages. The purposes of seminars may range from prompting law students to consider reform needs in the social justice sector, to informing migrants of their rights. Lawyers presenting the seminar often travel to the group, which may mean going rural to reach the people with least access to legal services. Because welfare workers are often exposed to those most in need to legal aid, workshops run by lawyers equip them to direct people to the correct facilities. Both LACs and CLCs publish information brochures, have interactive online websites, information desks and call lines available to lay people for easy legal research.



Fields of Social Justice: Pro Bono

Pro bono legal work mainly refers to legal assistance provided by lawyers to disadvantaged clients who could not otherwise access legal assistance, without a charged fee or at a substantially reduced fee. It is generally seen as not substituting publicly funded legal services, but a complement to these services. Other types of work include law reform submissions, community legal education and training for community organisations.

In recent years, many larger law firms have increased their commitment to pro bono and have formally structured pro bono programs. Some of these firms have full-time or part-time pro bono coordinators, and many additionally employ, or have on rotated placements, lawyers who undertake full time pro bono work on behalf of the firm. They typically engage in casework, administrative tasks such as screening pro bono cases and allocating pro bono work throughout the firm. Smaller law firms tend to instead adopt an unstructured approach to pro bono. Check out the National Pro Bono Resource Centre's [Pro Bono Practices Guide](#) for more information on the pro bono practices of Australia's largest firms (available at www.nationalprobono.org.au).

Duty lawyer schemes may also be coordinated by the courts, legal bodies and professional associations, maintaining a roster of lawyers available to give limited assistance to unrepresented litigants. For example in NSW, the Duty Solicitor Scheme coordinates the involvement of private lawyers in Local Court criminal duty matters on behalf of Legal Aid.



Fields of Social Justice: Policy and Law Reform

Federal and state **Law Reform Commissions** respond to requests by their respective Attorney Generals to inquire into the need for reform on a particular topic. Lobby groups and the commissions themselves sometimes suggest topics for review. Preliminary research is then undertaken, including consulting people and organisations with a special interest in the topic. The results are published in consultation and/or research reports in the media and elsewhere, after which the commission receives and analyses submissions from anyone eager to contribute. Public consultations may also be conducted through methods such as talk-back radio interviews and public meetings held at different locations.



Fields of Social Justice: International Organisations



Organisations for **international social justice** may be global (eg. Human Rights Watch) or based in a home country, with some being government affiliated (eg. AusAID). The primary objectives are developing the rule of law, protecting the rights of the disenfranchised and governing the actions of those in control. Organisations employ a range of personnel from field workers, delegates to administration staff. Field work involves working at the grass roots with victims of abuse and marginalisation. In particular for lawyers, this may involve engaging with a very different legal system in advocacy work to bring oppressors to justice. Victim rescue then continues in rehabilitation support and lobbying governments for reform in areas of frequent non-observance or lacking in clearly defined rights. Organisations also raise awareness of issues, expose non-observance of international agreements and communicate updates on people rights through their publications and media releases. Some agencies specialise in sending lawyers to developing countries as advisors and educators (eg. The Centre for Judicial Studies).

There are often common objectives that see international social justice organisations work together in partnership. AusAID which provides advice to the Minister and Parliamentary Secretary on development policy and coordinates Australia's overseas aid program, delivers about 7% of the aid program working with non-government organisations (NGOs). Long term partners of AusAID include the Australian Red Cross and World Vision, just two of many NGOs receiving funds from the AusAID NGO Cooperation Program.

Duty lawyer schemes may also be coordinated by the courts, legal bodies and professional associations, maintaining a roster of lawyers available to give limited assistance to unrepresented litigants. For example in NSW, the Duty Solicitor Scheme coordinates the involvement of private lawyers in Local Court criminal duty matters on behalf of Legal Aid.



Where to Start a Career in **Social Justice**

There are a range of opportunities available to students while studying. In fact, exploring options such as work in community legal centres or university courses and programs can improve your chances later down the track, as they demonstrate both interest in the area and the previous experience necessary to hit the ground running. These activities come with immense personal and professional benefit. The long term rewards frequently outweigh the time commitment required, so get involved!

Starting a Career: In the Community

(With help from Weilla Li)

While at university, many law students face the challenge of finding out where to begin a career in social justice. One of the best ways to do so is to commence a voluntary position as a legal assistant with the local Community Legal Centre (CLC), such as Redfern Legal Centre or Marrickville Legal Centre, which can provide a great insight into providing legal services for the disadvantaged. Usually, the positions require a weekly commitment of one shift over a minimum of six months and are done on a non-remunerative basis. Shifts may vary in duration but a standard shift lasts four hours or half a day.

A great place to start is the Community Legal Centres NSW website at <http://www.clcnsw.org.au/index.php> – which has a 'click now to volunteer' link to a list of all the CLCs in New South Wales. Quite commonly, you will be asked to submit your CV and address relevant selection criteria. Possessing work experience in social justice is not a prerequisite but general skills such as good written and verbal communication, teamwork skills, maintaining confidentiality and having an interest in serving the community are a must. Other attributes such as administrative and customer service skills are desirable but showing that you can work with people with a disability or mental illness, culturally and linguistically diverse community groups or the elderly is also favourable. In particular, CLCs really value 'life experience', even if it is not legal. It is a real bonus if you can show that you have completed other volunteer work reliably. One of the biggest problems of CLCs is students signing up to flesh out their CV, and then regularly not showing up.


CLCs mainly provide general legal advice and are not commercially focused like other corporate firms. Different CLCs may specialise in certain legal areas such as family law, domestic violence, criminal law, credit and debt, tenancy, etc. depending on the expertise of their solicitors. They are generally quite small in size so there is a great opportunity for you to work closely with

some of the solicitors as well as with other volunteers. This also means that the work has a strong client focus and volunteers obtain a solid sense of working with individuals. The level of service provided will depend on the specialist areas of the CLC but legal representation is usually not offered.

Work at CLCs is wide and varied, where volunteers will be able to provide legal information and referrals to clients over the phone and face-to-face. Unlike working in a big firm, you may get to interview a client on your first day. Initially, the bulk of the work may involve identifying legal problems, writing briefs for solicitors, conducting legal research, delivering and serving documents as well as various administrative duties. Volunteers work as a team to support each other but there is always a supervisor for them to seek assistance in complicated issues. As CLCs operate in a high-paced environment, there is always plenty of work to be done and much to learn as each client will present a different case.

Experienced volunteers may also move onto more advanced tasks such as working on cases for solicitors or progress into more specific divisions of the CLC. In the case of Redfern Legal Centre, these divisions may include the Women's Domestic Violence Court Assistance Scheme, Tenants Advocacy Service or Evening Advice Service. You may find it more rewarding to work in specialised divisions as it may tailor to your individual interests and the increased level of legal complexity may present a greater challenge.

For other students who wish to create a difference on a much broader scale in the public interest, they should strongly consider volunteering at the Public Interest Law Clearing House (PILCH) or at the Public Interest Advocacy Centre (PIAC). In addition to a direct approach in providing disadvantaged clients access to legal services, organisations such as PILCH aim to address wider legal and social issues affecting the community.



These mostly cover matters that raise a broad public concern and create an impact on vulnerable groups rather than individuals. Clients could involve government agencies, not-for-profit organisations, other CLCs and law schools. However, sole clients who cannot gain access to CLCs and that fall through the “justice gap” are also caught within the scope of public interest.

The aims of PILCH are achieved by providing the community with access to pro bono legal representation and developing projects which address systemic issues. Projects and services are mixed and diverse, including the Pro Bono Animal Law Service, Homeless Person’s Legal Service, Children in Detention Advocacy Project, Stolen Wages of the Stolen Generations, and Predatory Lending Project to name a few. Although the projects fall under different areas of law, they all possess the common goals of advocating and shaping proposals for law reform.

As an additional plus, the offices of PILCH are located on the same premises of the Public Interest Advocacy Centre (PIAC). Students will not only be able to experience the special projects and referral functions of PILCH, but also be involved in the larger workings of PIAC. As PILCH is staffed by one director, an associate director and junior lawyers on secondments from large firms, you receive ample opportunity to work within a broader framework and liaise with different departments. Volunteers will find it easy to be involved in the operations of the organisation due to the small size of the team.

By volunteering at PILCH, students are able to experience a wide range of issues facing the public interest in the modern day. You can look forward to reviewing cases, briefing lawyers, sitting in on meetings and researching specific areas of law revolving around major projects. One of the advantages of working at PILCH is that there are always opportunities for greater responsibility and involvement in areas of personal interest. PILCH demonstrates to students that the law in the real world operates very differently to the law in the lecture theatre.

Volunteering at a CLC can give you a great feel as to what a career in social justice is like in a community setting. Volunteers take invaluable skills with them which they may use to apply for other positions at social justice organisations or even commercial law firms. Students are strongly advised to start a career at a CLC if they are interested in making a difference and wanting to do work that is both rewarding and challenging.

Starting a Career: At Sydney Law School



It is possible to start your career in social justice within Sydney Law School through the many opportunities offered both within and through the faculty. There are initiatives driven by the SULS to encourage student social justice involvement as well as faculty opportunities at the Sydney Centre for International Law and the Sydney Institute for Criminology. The faculty driven Social Justice and External Placement Programs also offer students the opportunity to engage with NGO's and legal institutions while at the same time receiving credits towards completion of their degree.

Social Justice

This following section will also highlight the Law Faculty's Social Justice Committee members, those members of the faculty with a key interest in social justice who students can speak with if they wish to engage further while at the University.

The University of Sydney offers two different social justice initiatives for students:

- the Social Justice Program (SJP); and
- the External Placement Program (EPP)

The Social Justice Program

The Social Justice Program was established in 2009 to foster research, teaching and clinical experience for students in areas of social justice.

A Social Justice Advisory Committee has been appointed, comprising members of the academic faculty and also executive staff and undergraduate and postgraduate students. The Committee has responsibility for: advising on the content of the Social Justice Clinical Course (Laws 3461); assisting in

Starting a Career: At Sydney Law School

the development of clinical programs which provide practical experience for students in areas of social justice; fostering research and teaching, both undergraduate and postgraduate, in areas of social justice; and developing programs, seminars or other events with a focus on social justice issues.

Students enrolled in the **Social Justice Clinical Program** obtain course credit for work during semester or the vacation period with one of the partner organisations or other approved centres or organisations. At present, the partner organisations are:

- Refugee Advice and Advocacy Service (RACS);
- Public Interest Advocacy Centre (PIAC);
- Public Interest Law Clearinghouse (PILCH); and
- Environmental Defender's Office (EDO).

To date, students have also worked with a number of other organisations including:

- Bridges Across Borders in South East Asia;
- Reprieve in the United States;
- Adallah in Israel;
- Amnesty International; and
- The Children and Youth Legal Centre.

Social Justice Scholarships

There are also two scholarships currently available for students undertaking the Social Justice Clinical Course.

- David Burnett Memorial Scholarships in Social Justice (one \$3000 scholarship available per semester); and
- Judicial Conference of Australia Scholarship (five \$1000 scholarships available per year).

The External Placement Program

Sydney Law School has run Australia's first externship program, the External Placement Program (EPP), since 1996. A highly successful clinical offering, it has been the blueprint for the numerous Australian externship programs that have followed.

In this unit of study students gain the opportunity to work for up to one day per week during the semester in a 'public interest' placement site. In addition, students attend fortnightly seminars which are designed to promote discussion and reflection on a range of issues that may arise during the course of the placement as well as seminar presentations on matters relevant to public interest externships. The unit has a public interest focus which is reflected in the selection of placement sites. On average, 20 students are selected, and the head of the EPP, Graeme Cross, is responsible for selecting the 'public interest' placement sites chosen from a pool of over 30 organisations.

The program is aimed at ensuring that students acquire a better sense of the professional and personal responsibilities associated with the practice of law and develop an appreciation that the law is a people profession and that one needs to be a reflective practitioner in social justice environments.

Starting a Career: At Sydney Law School

Our Clinical Partners

Students who engage in either of the aforementioned programs may be placed with any number of organisations. However, foremost amongst our social justice partners are the following:

The Environmental Defender's Office (EDO)

The Environmental Defender's Office is a not-for-profit community legal centre specialising in public interest environmental law. The EDO assists individuals and community groups who are working to protect the natural and built environment. The EDO is part of a national network of EDOs who help to protect the environment through law in their States. This semester EDO have 7 students undertaking their placements with the organisation. The placements are only available to students who have completed (or are at least enrolled in) environmental law.

What students can expect from a placement at EDO?

Placements at the EDO would best suit students with a keen interest in environmental law and policy. Students get extensive hands on experience working for real clients on some of the most cutting edge cases in environmental law. Students also get to observe how a community legal centre operates and work in a collegiate environment. They will learn a lot.

EDO lawyers rely on student volunteers to assist in the delivery of advice and casework as well as policy projects. Students play a supportive role by conducting research into particular legal issues and helping solicitors to draft legal advices on a range of environmental law matters. Students also help to compile briefs for barristers, file documents at the Court and review recent cases to help EDO lawyers stay up to date on developments in case law.

What career type would be most suited with a placement at EDO?

Students with an interest in environmental law have many career opportunities. If they want to work for a large firm, nearly all the top tier firms have planning and environment departments. Most of the smaller

firms do too, these days. There are also plenty of opportunities in State and Federal Government working for the environment or planning departments in the legal advice teams. A good starting point is working for the Land and Environment Court of NSW in a role like a Judge's Associate. If students are interested in practising in the public interest, working for the EDO is likely to be a dream job. Positions at the EDO do not come up all that frequently but it is a wonderful organisation to work for and the work is very fulfilling. As we are a multi-disciplinary office, we employ people with a range of skills - legal, policy, education, project management etc.

Public Interest Law Clearing House (PILCH)

Please see the "social justice organisations" section of the manual for full details about PILCH.

Refugee Advice and Casework Service (RACS)

Please see the "social justice organisations" section of the manual for full details about RACS.

Public Interest Advocacy Centre (PIAC)

The Public Interest Advocacy Centre (PIAC) is an independent, non-profit law and policy organisation that works for a fair, just and democratic society, empowering citizens, consumers and communities by taking strategic action on public interest issues.

The Public Interest Advocacy Centre (PIAC) works on public interest issues through a combination of litigation, policy and research, training, and by engaging with the community.

PIAC conducts litigation on a broad range of public interest issues, particularly where a decision or practice affects individuals who are subject to some economic or other disadvantage and has that effect on a significant number of people. Legal services include advice and representation in test cases, representative or class actions and *amicus curiae* ('friend of the court') interventions.

In recent years PIAC has undertaken litigation in relation to human rights, consumer protection, administrative law and constitutional matters. PIAC has an Indigenous justice solicitor who acts for Indigenous clients and there is a Solicitor Advocate in the Homeless

Starting a Career: At Sydney Law School



Persons' Legal Service who represents homeless people with complex needs in minor criminal matters.

PIAC's policy work includes research, developing proposals to reform laws, policies and procedures, writing submissions, advocacy with industry and government and campaigning and networking. PIAC works in partnership with community and consumer organisations, professional associations, academics, government, other community legal centres, industry, unions and the media. Much of PIAC's policy work is focused on influencing government departments and agencies, regulatory bodies, private corporations and law-makers.

PIAC offers public and customised training programs, short courses, workshops and conference presentations in the following areas:

- Advocacy skills
- Media skills

- The law and the legal system for non-lawyers
- Human rights
- Practising public interest law.

PIAC engages with the community on issues of public interest through the media and by hosting conferences, seminars and workshops; presenting conference papers; publishing newsletters, bulletins, submissions and reports; and building public interest networks and coalitions.

For more information about placements and careers at PIAC, please visit the website at www.piac.asn.org.au.

The Law Faculty Social Justice Advisory Committee

Dr Peter Cashman is director of the Social Justice Program. He is a barrister and Professor of Law (Social Justice) at the University of Sydney. He was formerly: Commissioner in charge of the civil justice review with the Victorian Law Reform Commission; Commissioner jointly in charge of the reference on class actions with the Australian Law Reform Commission; founding Director of the Public Interest Advocacy Centre; founder and senior partner of the firm Cashman & Partners which merged with the Melbourne firm Maurice Blackburn & Co to form the national firm Maurice Blackburn Cashman (now Maurice Blackburn Pty Ltd); Governor of the American Trial Lawyers' Association (now the American Association for Justice) and National President of the Australian Plaintiff Lawyers' Association (now the Australian Lawyers Alliance). He holds a degree in law and a diploma in criminology from the University of Melbourne and a Master of Laws degree and a PhD from the University of London. He has practised law in the United Kingdom, the United States and Australia and is the author of numerous publications, including *Class Action Law and Practice*, The Federation Press, 2007.

Mr Graeme Coss began his social justice work in the early 1990s as a research officer on a national project investigating clinical legal education, and published a piece focusing on externships 'Field Placement (Externship): A Valuable Application of Clinical Education?' (1993). It was this work which later became something of a blueprint for the creation of the Law School's final year elective, the External Placement Program (EPP) in 1996. In late 1995, the then Dean of the Law School, Professor David Weisbrot, appointed Les McCrimmon as the Director of Clinical Programs, and Les set up the EPP and was its coordinator for 4 years. Graeme took over the coordination of EPP in 2000. It has run successfully from 1996 to the present. On average, 20+ students are selected, and Mr Coss is responsible for selecting 'public interest' placement sites from a pool of over 30 organisations.

Ms Irene Baghoomians has been keenly involved in social justice since her days as a student within the faculty. At the law school, she was involved with the AI law school chapter and was the president in 1991-1993. Upon graduation, Irene continued her previous volunteer work with RLC and RACS and worked at the Australian Law Reform Commission. Subsequently, she went to Canberra to work at the Department of Prime Minister and Cabinet where she worked in two specialist sections: Office of Indigenous Affairs and Office of Status of Women. Irene then came back to Sydney in 1998 to work at the then Human Rights and Equal Opp Commission as a legal policy officer. Irene rejoined the faculty in 2004 and during 2005 was the convenor of the External Placement Program. For the last three years, she has been a member of the Social Justice Committee that has shepherded the evolution and implementation of the Faculty's inaugural Social Justice Course. In addition, beginning in 2009, she has also participated in the Faculty's tutoring assistance through the Close the Gap program (this is not a faculty or university instigated initiative) aimed at enabling and assisting young indigenous women who have left high school before graduation for a variety of reasons, to return to study and finish their education. Last but not least, due to her belief in the importance of mentoring, she has continued to support, nurture and mentor those students who have been interested in pursuing social justice objectives either through internships, externships or careers.

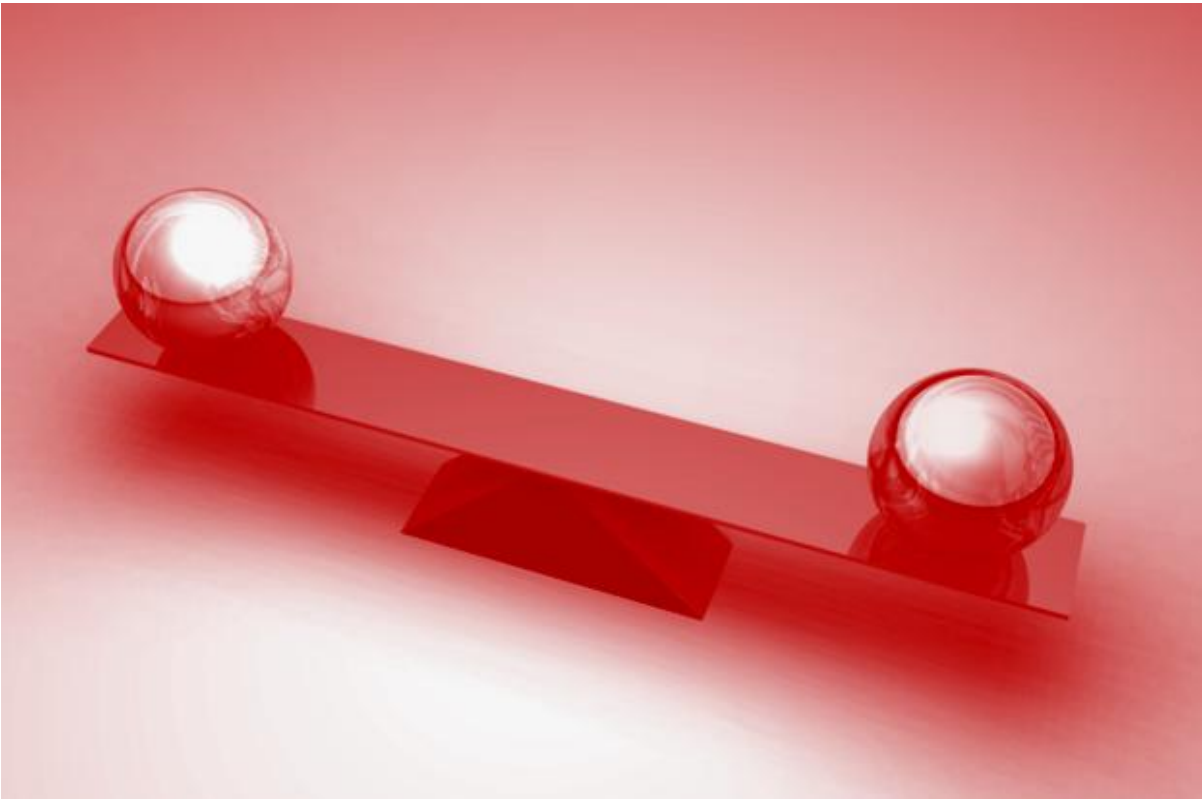
Dr Arlie Loughnan is a criminal law and procedure scholar. She was motivated to study law because of her interest in social justice. As an academic, Arlie focused on criminal law because it contains both social justice and legal theory dimensions. Arlie's academic research interests include mental health and criminal law. She is a member of the Institute of Criminology and the book review editor for Institute's journal, *Current Issues in Criminal Justice*. Her particular interests are constructions of criminal responsibility, the interaction of legal and expert medical knowledge and the historical development of the criminal law. Her interest in social justice encompasses particular interests in gender and race equality and in socio-political exclusion more generally. Arlie's work as a member of the Social Justice

The Law Faculty Social Justice Advisory Committee

Committee has included the academic coordination of the Social Justice Careers Fair 2010. Arlie is currently a Visiting Fellow in the Law Department at the London School of Economics (LSE).

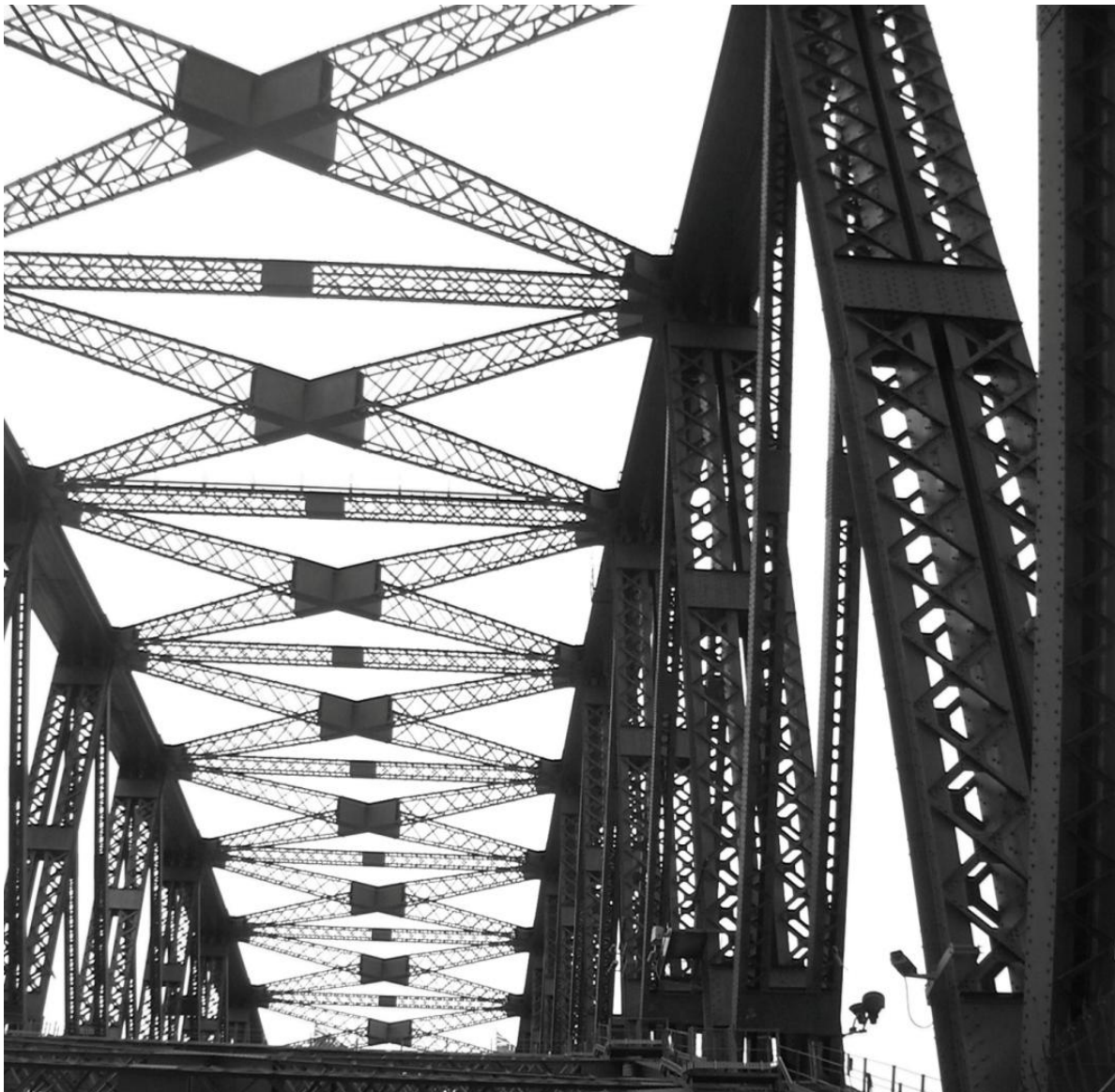
Dr Mary Crock is Professor of Public Law and an accredited immigration law specialist. She teaches in the fields of constitutional and administrative law, human rights, migration and refugee law. She has worked in immigration and refugee law since 1985 when she helped to establish and run Victoria's first community legal service for migrants and refugees. She has held executive positions with the Law Council of Australia and the Refugee Council of Australia; advised the Australian Senate on refugee issues; and prepared a report on immigration detention for the HREOC. Mary is married to Ron McCallum (Professor of

Labour Law) and has worked with him extensively in his new role as Chair of the UN Committee on the Rights of Persons with Disabilities. Most recently, this has included work on a Conclusion for the Executive Committee of UNHCR on refugees with disabilities. Mary is committed to ensuring that students interning at RACS have an opportunity to learn some refugee law. She is also working on two large ARC funded projects that will provide opportunities for students in the Social Justice Program. The first involves a study of refugee children and youth in Australia. The second is a very big comparative study of immigration and refugee law and policy (through time and around the world). Sydney is partnered in this endeavour by academics from Harvard, LSE, the University of Amsterdam and the University of Luxembourg.



Centres and Institutions

Both the Sydney Centre for International Law and the Sydney Institute of Criminology offer student internships in fields with a significant social justice focus. Of importance to note is that each of these opportunities can also be credited towards students completion of the External Placement Program elective.



Sydney Centre for International Law

Address:

Room 625, Level 6, Law School Building (F10)
Camperdown Campus
The University of Sydney NSW 2006

Tel: (02) 9351 0460

Fax: (02) 9351 0200

Website: <http://sydney.edu.au/law/scil/>

Dr Ben Saul

International law offers many opportunities to pursue a career in social justice, whether through an international organisation, NGO, academia, government service, or law firm. My experience as an international lawyer and barrister at the Sydney Centre for International Law at Sydney Law School has given me the flexibility and freedom to follow my own interests - unlike in most jobs. I've been able to participate in human rights cases involving South Africa, Peru, Bangladesh, East Timor, Israel, Macedonia, Fiji and the United States (including Guantanamo Bay), including before the International Criminal Tribunal for the former Yugoslavia, the UN Human Rights Committee and the Inter-American Court of Human Rights. I've taught law at Oxford, Sydney, UNSW, and in China, India, and Cambodia, and conducted training for the governments of Iraq, Kuwait, Algeria, Laos, Nepal and Bhutan. I've published widely in the areas of terrorism, human rights, the law of armed conflict and international criminal law. I've had the chance to be involved in law and policy reform through parliamentary and law reform inquiries, and to serve on various professional bodies, including as a member of the International Law

Association's International Committee for the Compensation of Victims of War, President of the Refugee Advice and Casework Service, and previously as a legal expert for a UN committee on Palestine. I'm privileged to be able to travel a lot, and to often talk to the media about international law issues. All in all, I can highly recommend a career as an international lawyer! One way to get some experience as a student is as an intern at the Sydney Centre for International Law, which takes a number of interns each semester.

Sydney Centre for International Law Student Internship

The Sydney Centre for International Law exists within the faculty, and specialises in the public policy and teaching of international law. Established in 2003, the Centre is now recognised as a leading research and policy centre in the Asia-Pacific region. The Sydney Centre offers two internship positions to Sydney Law School students in each semester of the academic year. Interns must be available to work one day per week for the duration of one semester. Interns are involved in the full range of the Centre's activities, including international law research, drafting legal opinions, preparing policy submissions to parliamentary committees and law reform bodies, and assisting in the production of the Australian International Law Journal. Recent interns have conducted research into Australia's media laws, the international legal ramifications of recent people smuggling legislation and the conditions faced by immigrants in detention, as well as assisting the Centre's Director, Dr Ben Saul with research for his current book.



Sydney Institute of Criminology

Address:

Law School Building (F10)
Camperdown Campus
The University of Sydney NSW 2006
AUSTRALIA

Tel: +61 2 9351 0239

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Website: <http://sydney.edu.au/law/criminology/index.shtml>

Louisa Di Bartolomeo, Institute Assistant, and Associate Professor Gail Mason, Director

The Institute is a research centre based in the Sydney Law School specialising in criminology, criminal justice and criminal law.

What are the main activities undertaken by your organisation towards the goal of social justice?

The Institute facilitates dialogue and debate on criminological policy and practice through research, teaching, public education, advice to government and private organisations, publications and media commentary. The Institute's journal and book series highlight contemporary issues in criminal justice and social inequality, recently focussing on refugees and racial violence.

What benefits will students obtain from a placement/internship/involvement with your organisation?

The Internship Program offers students an opportunity to advance their research skills and experience; gain an understanding of the Institute and the work it undertakes; build a network of research and/or professional contacts; and use the intern experience as an introduction to future postgraduate research and/or employment in a related field.

What kind of involvement can a student anticipate if they were to be placed with your organisation?

Interns work closely with Institute staff and undertake a broad range of activities including research on general Institute and discrete staff projects; attendance at seminars and meetings; editorial and support work for the Institute's monograph series, journal Current Issues In Criminal Justice and other publications; and drafting correspondence, submissions and reports.

What potential careers are available to those within the law school with an interest in criminology?

Students interested in criminology may choose to pursue careers associated with the criminal justice system. This could include research and policy work for government agencies including corrections, policing, justice, customs, and crime statistics. Additionally, opportunities exist in business regulation, crime prevention, drug policy, environmental planning and protection and mental health.

Sydney Institute of Criminology Internship

The Sydney Institute of Criminology is a research centre based in the Sydney Law School specialising in criminology, criminal justice and criminal law. It is a commercial publishing house producing the international research journal *Current Issues in Criminal Justice* and the Institute of Criminology book series. Institute staff teach the Masters and Graduate Diploma in Criminology at the Sydney Law School and the Institute is committed to public and professional education more broadly. Staff of the Institute advise government and private organisations on matters of crime law and policy and sit on a range of public sector committees and advisory boards.

The Institute of Criminology's Internship Program is open to undergraduate and postgraduate students of Sydney Law School. This is a recently established program undertaken on a pro-bono basis. One internship position is currently offered in each semester of the academic year. The Internship Program will be of interest to those students seeking to gain experience in an organisation devoted to research and public policy in the area of criminal justice or in social justice more broadly. Interns will be provided with the opportunity to participate in a broad range of Institute activities and to interact, both formally and informally, with Institute staff members.



Starting a Career: With the Sydney University Law Society

The Sydney University Law Society's (SULS) social justice portfolio continues to highlight issues of social justice, inclusion and equality in the law and at Sydney Law School in 2010. There were a number of new activities in the portfolio this year, including the Development Task Force sub-committee. In partnership with the University of Sydney's Development Office, this sub-committee is responsible for overseeing the *Social Inclusion Matters!* fundraising campaign that raised \$581.75 directly from the student body, and a further \$464.05 from the concurrent bake sale over a period of one week in semester two. Our funds were matched dollar-for-dollar by the University of Sydney's Alumni Development Fund, resulting in a massive \$1045.80 total funds raised. The sub-committee decided that this year the funds would be used to finance an indigenous high school student's place in the Australian Indigenous Mentoring Experience (AIME) for 2011. The *Social Inclusion Matters!* fundraising campaign was a pilot program by SULS this year. Following its huge success, SULS aims to grow the fundraising program over the next few years to a size where it can support a more substantial and direct contribution to social inclusion at Sydney Law School, by launching an indigenous scholarship or bursary.

In late 2009 the University of Sydney published research that indicated a significant majority of students admitted to study at the university graduated private or selective senior schools in the Northern and Eastern Suburbs of Sydney. In response, SULS decided to focus its attention on addressing this aspect of social inclusion in a grassroots way. The *Road Trip 2010* is a pilot programme that will see 35-45 students travel to Griffith, Dubbo and Port Macquarie in regional NSW to present a full days programme containing information on the wide variety of admissions pathways into tertiary education, current support in place for students relocating to Sydney (such as scholarships and bursaries, student accommodation and other services) as well as the extra-curricular aspects of study such as the Sydney University Sports program and the University of Sydney Union's Clubs & Societies program. This program aims to address the cultural barriers that often prevent students from regional, indigenous and low socio-economic backgrounds pursuing a tertiary degree at a major Australian university (such as Sydney University) and to provide the students with the information they need to access the support that is currently available but not accessed as frequently as it could be. Social inclusion is a two-way issue affecting our law school. Not only will the *Road Trip 2010* assist the admission of students from a diverse range of back grounds into the law school, but also it will see our students engaging with a diverse range of communities and schools.

One of the major roles of the social justice portfolio at SULS is to promote the discussion of social justice issues. As such, we have *Dissent*, SULS's annual student-edited social justice journal which features works by students at Sydney University. The focus of our publication this year is to create awareness on issues relating to equality in Australia. The *Dissent* Sub-committee coordinates all aspects of the annual *Dissent* publication. A student editor-in-chief and board of editors are selected by the Vice President (Social Justice). In 2010, for example, the journal was headed by Anna Bennett, a fourth year law student. The group of editors selected were responsible for calling for submissions, selection and editing, as well as design and layout, marketing and distribution, coordinating prizes for outstanding contribution and planning a launch for the journal. This particular initiative is well suited not only to students with a keen editorial interest, but also to those who seek to engage with the present day social justice issues facing Australia.

In addition to these fantastic activities, one of the roles of the Vice President (Social Justice) is to sit on the Faculty of Law's social justice committee. In 2010 the focus of this body has been to assist in setting the social inclusion agenda for the Faculty and to build on the successful launch of the fully credited Social Justice Programme in 2009. A lot has been achieved in these areas in 2010 but more needs to be done in terms of continuing to put social justice issues on the agenda of the Faculty as they determine course content, scholarships and student assistance, and as they move forward to incorporate the new JD program and find their place in the new University structure proposed under the Vice Chancellor's *White Paper*.



Social Justice
Organisations

Recap of the Inaugural Social Justice Careers Fair

In 2010 Sydney Law School and the Sydney University Law Society took further steps to highlight the social justice sector by hosting *Publicly Interested?*, a fair focused entirely on showcasing careers in social justice. Seventeen organisations from a diversity of fields joined students to talk about the motivations behind their work, share stories of their experiences and whisper tips and tricks for finding the right opportunities.

The need for a fair such as *Publicly Interested* is clear; many law students are interested in the prospect of casework or law reform but the possibilities are not as apparent as the route to corporate law. The students savoured this opportunity to ask questions of people already in their field of interest, which served a dual purpose of gaining substantive information about application procedures and intakes as well as gauging the atmosphere of organisations such as community legal centres, academic institutions, public interest advocacy, policy groups and government organisations.

Dr Peter Cashman launched the event with a keynote address on the virtues of social justice and a call for students to get involved and gain experience as early as possible. Dr Cashman is the Kim Santow Chair in Law and Social Justice and Director of Sydney Law School's Social Justice Program. He has come to Sydney Law School having worked in social justice for private, non-government and government organisations, including as founder and Senior Partner of Cashman & Partners (now Maurice Blackburn Lawyers), founding Director of the Public Interest Advocacy Centre and Commissioner for the Australian Law Reform Commission. Dr Cashman's success in the field gave great weight to the tone of the event: it *is* possible to have a sustained career in social justice.





The proof was in the pudding. The response from organisation and students alike was overwhelming. It was clear that we filled a gap in information on both sides. To capitalise on this unique opportunity, SULLS created a register for students to provide their contact details to the participating organisations, so that the communication continues. Students are now more aware of the options available to them. Moreover the fair jump-started students' interest in social justice work while at university in preparation for possible career paths upon graduation.

Thank you to all of our participating organisations: Aboriginal Legal Service (NSW)/ACT) Ltd, the Aurora Project, Australian Law Reform Commission, Edmund Rice Centre, HIV/AIDS Legal Centre (NSW), Institute of Criminology, Justice Action, Legal Aid NSW, Maurice Blackburn Lawyers, National Pro Bono Resource Centre, NSW Council for Civil Liberties, NSW Department of Human Services – Juvenile Justice, NSW Disability Discrimination Legal Centre, Projects Abroad, Public Interest Law Clearing House, Redfern Legal Centre, Refugee Advice and Casework Service (RACS), Sydney Centre for International Law, Teach for Australia and Women's Legal Service NSW.

The participating organisations have not only taken the time to meet students on campus, but have further helped this initiative by detailing their recruitment practices. This information is reproduced on the following pages.

Aboriginal Legal Service (NSW/ACT) Limited

Street Address:
619 Elizabeth St
REDFERN NSW 2016

Postal address:
PO Box 646
Surry Hills NSW 2010

Tel: (02) 8303 6699
Website: www.alsnswact.org.au

What is the focus of your organisation?

Aboriginal Legal Service (NSW/ACT) strives for justice for Aboriginal people, the Koori way. We are an Aboriginal non-government legal service provider representing Aboriginal men, women and children in Criminal and Children's Care and Protection matters. We deliver Community Legal Education and advocate for Law Reform.

Do you offer (paid or unpaid) job opportunities?

ALS has a vibrant student volunteer program for law students. All other positions within the organisation are paid.

What would work at your organisation typically involve?

Criminal Law Services - All our offices provide legal services to Aboriginal adults and children in the field of Criminal Law.
Custody Notification Service - The ALS (NSW/ACT) operates a 24 hour telephone custody notification service for when an Aboriginal person is taken into custody. The Police, by law, must ring the ALS and the person in custody can speak with an ALS lawyer to obtain legal advice and we will check they are OK.

Children's (Care and Protection) Service - We provide advice, minor assistance, duty lawyer and representation to clients.

Civil Law Clinics - ALS can refer clients with civil law matter to other legal service providers. Legal Aid NSW also run Civil Law clinics out of ALS offices.

Family law - ALS can refer clients with family law matter to appropriate legal service providers.

Prisoner and Family Support Unit - PSU staff visit Aboriginal people in adult correctional centres and juvenile detention centres in NSW and ACT, police stations and corrective services holding cells with the aim of reducing reoffending.
Law reform - ALS advocates for the protection of rights of Aboriginal people.

Community Legal Education - ALS develops resources and delivers community education.

Aboriginal Legal Service (NSW/ACT) Limited

What particular attributes do you think define your employees?

Being open-minded and willing to give and take; Willing to come to an agreement; Wanting the team to look good; Willing to share what they know; Working well with others and wanting them to do well; Recognising and accepting weaknesses and strengths of others; Willing to step up and do their part for the team; Resolving conflict; Asking for input; Encouraging others; One who does not think about "Status quo" or mediocrity; A self-starter; Sincerity in thought; Ability to adapt, improvise and overcome.

Is there a formal application process?

A separate application is to be supplied for each advertised vacancy. The candidate application should include: .

1. A completed "Application for Advertised Vacancy" form.
2. Candidates provide contact details for two employment referees.
3. Candidate completes the application form and submits along with all parts of candidate application as detailed in the position description.
4. Candidate application should be marked "Private and Confidential" and mailed to the ALS Head Office at the address listed in the information pack.
5. Applicant required to address (in writing) each of the selection criteria identified in the position description. The Selection Panel will assess each application on its merits, and arrange further assessment for those applicants rating high enough for short listing.

What do you look for in an applicant?

Culture: High level of ability to engage with Aboriginal people and communities and superior understanding and sensitivity to Aboriginal culture and issues impacting on Aboriginal people.

- Job skills: We want to hire people who have the skills required for the job
- Problem solving skills: Employees at all levels need to solve problems
- Communication skills: These include the ability to speak and write clearly, read, and listen
- Teamwork: Teamwork means the ability to get along well with co-workers, to put their team's needs above their own, and to take direction and work-related instruction from their supervisor
- Dedication: Willing to respond to emergencies, put in the extra effort it takes to get things done, or get the training necessary to achieve their goals
- Positive work attitude: People who are enthusiastic, friendly, motivated, and willing to accept assigned tasks
- Professional attitude: knows what needs to be done.

Aboriginal Legal Service (NSW/ACT) Limited

When are applications taken, and what are the stages involved in the application process?

The selection panel will assess each application in order to identify which applicants will be further assessed for short-listing.

Short-listed applicants are invited for the interview, which may take the form of:

- A structured interview in which a series of predetermined questions is asked of each applicant;
- Case studies in which the panel gives the applicant a realistic scenario and asks them what they would do in the given situation;
- After the interview, applicants are ranked accordingly both in their written application and during the interview;
- Panel members review notes and ratings for each answer as it is given allowing applicant comparisons, scores are put in a summary table, ranked and the final candidate(s) chosen;
- Reference checks conducted on the successful applicant(s);
- Verbal offer of employment to the preferred candidate and discussion of employment terms and conditions;
- Make written offer of employment to a candidate;
- Advise unsuccessful candidates;
- Arrange the appointment and commence the induction process.

What are the benefits of taking a position at your organisation?

Fringe Benefit: As a public Benevolent Institution our employees are able to request that up to \$16,050 of their gross income tax free be paid in a salary package.

Work life balance: ALS understands the need to balance work with other commitments and recognises that working arrangements that best suit one employee may differ to that of their colleagues.

Flexitime, part time hours, job sharing and working from home: Flexitime is a system of flexible working hours which enables employees and managers to vary working hours, patterns and arrangements, to provide maximum flexibility for both employees and the organisation.

- RDO: Per calendar month
- Remote Allowance: Solicitors receive an annual allowance of \$4,500
- Annual Leave: 20 days.
- Sick Leave: 10 Days.
- Cultural Leave: Up to 6 days per annum
- Parental Leave: 6 weeks paid maternity leave; 2 weeks paid paternity leave
- Study Leave: 2 hours per week paid

The Aurora Project

Address:

43 Eurimbla Ave
Randwick NSW 2031

Postal Address:

PO Box 6097
University of New South Wales NSW 1466
Website: www.auroraproject.com.au
02) 9469 8100

What is the focus of your organisation?

The Aurora Native Title Internship Program places law, anthropology and related social science (archaeology, cultural heritage, environmental management, human geography, history and sociology) students and graduates in 5 – 6 week unpaid internships at Native Title Representative Bodies (NTRBs) and other organisations working in native title, policy, human rights and Indigenous affairs. The program provides much needed assistance to under-resourced host organisations and attracts students to work in the sector.

Do you offer (paid or unpaid) job opportunities?

Unpaid internships are offered for 5 - 6 weeks over the university breaks (this timeframe is flexible depending on the availability of the applicant). Some internships can be undertaken for longer periods to fulfil the applicant's PLT requirements. Graduates may also undertake 6 week unpaid internships which often lead to paid locum placements where the opportunity arises.

What would work at your organisation typically involve?

We place interns at the 15 Native Title Representative

Bodies (NTRBs) around Australia to support their legal and research staff with related native title claim work. Interns will also undertake legal, policy and research work other organisations working in Indigenous affairs, social justice, policy and human rights.

What particular attributes do you think define your employees?

The interns that we place need to be academically strong but most importantly have a keen interest in social justice, Indigenous affairs, policy and human rights and be happy to help out under-resourced and over-worked organisations in which ever capacity they are needed.

Is there a formal application process?

On-line applications via the Aurora website at www.auroraproject.com.au. Applications are open twice a year in March and August for 1 month.

If the applicant progress through the first round, face to face interviews are conducted Australia-wide.

The Aurora Project

What do you look for in an applicant?

Applicants need to be academically strong but most importantly need to show a demonstrated interest in social justice, Indigenous affairs, policy and human rights and be happy to help out under-resourced and over-worked organisations in which ever capacity they are needed. Applicants need to have solid research and communication skills.

When are applications taken, and what are the stages involved in the application process?

Applications are open twice a year in March and August for 1 month via on-line applications via the Aurora website at www.auroraproject.com.au.

If the applicant progress through the first round, face to face interviews are conducted Australia-wide.

If successful, applicants are then eligible to propose for a placement and are matched to a suitable host.

How many people do you accept to each position annually?

We rely on the demand from our 45 host organisations for each round - place around 60 - 85 interns twice a year.

What are the benefits of taking a position at your organisation?

Interns gain insight and practical experience whilst working in a NTRB, Aboriginal Corporation or other organisation working in the area of Indigenous affairs, human rights, policy and native title.

The Aurora Project Employee Perspective

The following are comments from supervisors of past interns in regards to the benefits of having an Aurora intern;

- Having intelligent, engaged people pass through the section is rewarding and the work they produce is a great support
- They played a practical, active role in all the work and projects we were working on across the unit.
- Having a bright and committed student in the office, who was both keen to learn and keen to contribute. Having significant assistance at a busy time.
- The most rewarding aspect of internship supervision is twofold. First and foremost, it is a pleasure meeting new, young people on the cusp of their careers and being able to provide them with a brief introduction into what working at a Representative Body is really like. It is a pleasure to see them learn and grow and widen their understanding of issues surrounding Indigenous people and native title.

Australian Law Reform Commission

Street address:
Level 25, 135 King Street
Sydney NSW 2000

Postal address:
GPO Box 3708
Sydney NSW 2001

Tel: (02) 8238 6333
Fax: (02) 8238 6363
Website: <http://www.alrc.gov.au/work/index.htm>.

What is the focus of your organisation?

The Australian Law Reform Commission (ALRC) is an independent federal statutory authority that reviews Australia's laws to ensure that they are equitable, modern, fair and efficient. Recent examples of ALRC inquiries include secrecy, privacy, sedition, evidence, sentencing, and genetic discrimination.

The ALRC usually works on two inquiries at any particular time, ranging from technical aspects of the law to questions of broad legal and social policy. The ALRC conducts extensive consultations with the legal profession, interested organisations and the community to inform its research.

The ALRC is in the process of establishing an Indigenous Internship Program.

Do you offer (paid or unpaid) job opportunities?

The ALRC provides opportunities for interns to work alongside Commissioners and legal staff on a voluntary basis. The ALRC accepts law students from Australian and international universities and tertiary institutions. It is possible to serve one day a week for one semester, or for four weeks full time during a semester, or during winter or summer breaks.

The ALRC does not offer a graduate recruitment program. Most legal officers have had two or more years experience before joining the ALRC.

What particular attributes do you think define your employees?

ALRC staff members are committed to law reform and social justice; and they take a very collegiate, collaborative and consultative approach to their work.

Is there a formal application process?

As there is strong demand for internships at the ALRC, there is a formal selection process.

What do you look for in an applicant?

The selection criteria for the internship are available on the ALRC website. Penultimate or final year applicants are preferred.

The ALRC looks for an interest in the work of the ALRC and law reform. The ALRC also looks for interns with strong research skills; good oral and written communication skills; and work experience and interests that are related to the ALRC's current work plan.

Australian Law Reform Commission

When are applications taken, and what are the stages involved in the application process?

The following criteria will be taken into consideration:

- Strong research skills;
- Good oral and written communication skills;
- Ability to work independently with professional guidance;
- Good organisational and administrative skills;
- Current course of study (with reference to years of study completed, subjects completed and grades attained);
- Other completed courses and academic qualifications; and
- Related work experience and interests.

The ALRC may request that applicants attend an interview as part of the selection process.

Applications for part-time internships in Semester 2 2010 close on 2 July 2010. Applications for full time internships for Summer 2010/2011 close on 29 October 2010. For more information about the selection criteria and process, visit the ALRC website at <http://www.alrc.gov.au/work/index.htm>.

How many people do you accept to each position annually?

The ALRC accepts 10 to 15 interns a year.

What are the benefits of taking a position at your organisation?

Many interns go on to careers in law reform, public law, academia and policy development both in Australia and overseas.

Edmund Rice Centre

Street Address:
15 Henley Rd
Homebush West NSW 2140

Postal address:
PO Box 2219
Homebush West NSW 2140

Tel: (02) 8762 4200
Fax: (02) 8762 4220
Website: www.erc.org.au

What is the focus of your organisation?

The Edmund Rice Centre is committed to promoting human dignity, social justice and eco-justice through research, community education, advocacy and networking especially with Indigenous people, refugees and asylum seekers, young people and marginalised groups. The centre is an affiliate of the Earth charter and has a specific focus on raising awareness on how climate change affects Pacific Islands.

Do you offer (paid or unpaid) job opportunities?

Voluntary opportunities exist for part-time, casual and internships

What would work at your organisation typically involve?

Research, writing submissions, articles, fact sheets etc, advocacy, lobbying, conducting workshops, presentations

What particular attributes do you think define your employees?

Commitment to social justice and eco justice, a professional approach, team work, respect, hospitality, dedication and reliability, integrity,

Is there a formal application process? If so, what is the

method of application for part-time, intern, graduate and/or other opportunities?

Initially email daphnem@erc.org.au or phone 02 8762 4200 and ask to speak to Daphne McKeogh.

This will be followed by an interview.

What do you look for in an applicant?

Commitment to working for and understanding issues of social and eco justice and human rights, ability to work in a team and with people of many different backgrounds and cultures

When are applications taken, and what are the stages involved in the application process?

Any time but this will depend on whether there are any vacancies. Applications are not generally taken in January.

How many people do you accept to each position annually?

It varies.

What are the benefits of taking a position at your organisation?

Experience and networking in an organisation that is at the cutting edge of social change.

HIV/Aids Legal Centre

Street Address:
9 Commonwealth Street
Surry Hills NSW 1300

Postal Address:
PO Box 350,
Darlinghurst NSW 1300

What is the focus of your organisation?

We provide free legal services to people affected by HIV on HIV related legal matters and Hep C related legal matters. We also conduct Community Legal Education sessions with the community in general, healthcare workers, counsellors and trainers. We engage in law reform and policy work on issues related to HIV and Hep C.

Do you offer (paid or unpaid) job opportunities?

Due to funding constraints we have only limited capacity to have paid positions. We do engage volunteers in our work -most of our volunteers are law students, Legal Practical Legal Training students, and solicitors

What would work at your organisation typically involve?

Assisting the Solicitors in their work which involves:

- Client interviews
- Maintaining casework files
- Legal research and drafting
- Court appearances or court visits along with the Solicitor
- Day to day administrative work like taking calls, preparing briefs etc
- What particular attributes do you think define your

employees?

- Dedication to the work and the cause of justice.
- Goal to get quick and good outcomes for our clients.
- Being proactive and taking initiative in work.

Is there a formal application process?

For a paid position:

We would normally advertise with a job description and essential requirements

For volunteer position:

- A minimum of 3 days per week commitment required (for Practical Legal Training students a minimum commitment of 4 days per week is required)
- A brief resume along with the availability could be sent to us by email.
- We call the volunteer in for an interview before they start volunteering.

HIV/Aids Legal Centre

What do you look for in an applicant?

- Sensitivity towards clients coming from backgrounds, often disadvantaged.
- Willing to learn and be able to do work with minimum supervision
- Proactive in moving matters and files and keen to get an outcome for clients
- Basic computer skills

When are applications taken, and what are the stages involved in the application process?

Paid positions:

- applications made
- shortlisted by the management committee
- interviews with shortlisted applicants
- one application selected
- there is a 3 month probation period

Volunteer positions:

- applications received as response to an advert or generally
- applicant interviewed by the Coordinator, if not available by any other staff member

How many people do you accept to each position annually?

There is no specific number annually, it depends on whenever vacancies arise. With volunteer positions, generally a vacancy arises every 3 months or so, but it is mostly ad hoc.

What are the benefits of taking a position at your organisation?

- Vast work experience ranging from client interviews to court appearances and drafting of matters.
- Hands on experience and exposure to a range of matters ranging from immigration, discrimination, privacy, criminal, social security and some family law related work

Justice Action

Trades Hall
Level 2, Suite 204
4 Goulburn St
Sydney NSW 2000

Tel: (02) 9283 0123

Fax: (02) 9283 0112

Website: www.justiceaction.org.au

What is the focus of your organisation?

Justice Action is a community based organisation of criminal justice activists. We are prisoners, academics, victims of crime, ex-prisoners, lawyers and general community members. We believe that meaningful change depends upon the free exchange of information, and communities taking responsibility. We are unique in that we fund ourselves through a social enterprise called Breakout DesignPrintWeb. That means we are independent and can take on governments.

Do you offer (paid or unpaid) job opportunities?

Justice Action offers internships. Also paid jobs from time to time, but they requires self starters with creative initiative. We would accept funding where it wouldn't affect our independence, so new projects or positions are possible.

What would work at your organisation typically involve?

Research around current issues, presentation, working with others on campaigns. Casework. Advocacy.

What particular attributes do you think define your employees?

Generous spirit and preparedness to find ways to unblock problems. Flexibility, openness and dedication.

Is there a formal application process?

Email details or yourself to our contact address. ja@justiceaction.org.au. Our website gives a good sense of our activities.

What do you look for in an applicant?

Good skills and some awareness of life. Spirit to take on difficult problems.

When are applications taken, and what are the stages involved in the application process?

We interview the person and see what their preferences are and what is possible.

How many people do you accept to each position annually?

We normally have about ten interns in each semester, coming from several universities. We have paid positions from time to time.

What are the benefits of taking a position at your organisation?

Satisfaction in doing something that isn't done otherwise. We tread where others don't dare. Our independence means that it isn't wasted on mundane projects of little relevance.

Justice Action Employee Perspective

I came across your organisation after completing a subject called "Crime and society" as part of my Social Sciences Degree. My interest in this subject encouraged me to locate a criminal justice organisation such as yourself to devote my time to. I have completed two courses in Criminal Law and Procedure as part of my Law Degree

I would like to take the opportunity to thank you for the practical experience, which I have been able to gain through working with Justice Action. I do not doubt that it is through this experience that my interest in the area of Criminal Law has been renewed.

It is a shame that the teaching of the Criminal Law course at University was not able to demonstrate the significance of this area of law. The course was successful in educating students as to the law governing this area, however failed to explore its many shortcomings.

My desire to become a lawyer stems not from my interest in the law alone. I strive to take what I have learnt and apply it in achieving Justice in the law. To recognise the law's faults and work towards alleviating them is the true measure of one's success.

I am grateful that Justice Action has reminded me of these values.

In working with Justice Action I have become aware of the many failings in the law as it stands. I have gained a deeper appreciation of the meaning of Human Rights and the responsibility, which lawyers have in protecting and maintaining these rights for all individuals. It is through our educated and privileged voice that the voice of those not so will be heard.

I thank you again for this opportunity and your devotion to making changes and renewing people's faith in the Criminal Justice System.

Legal Aid NSW

Street Address:

Ground Floor
323 Castlereagh St
Sydney NSW 2000

Postal Address:

PO Box K847
Haymarket NSW 1238

Tel: (02) 9219 5000

Fax: (02) 9219 5935

Website: www.legalaid.nsw.gov.au

What is the focus of your organisation?

Legal Aid NSW is the largest legal aid agency in Australia. We have 21 offices in metro and regional centres across NSW as well as many specialist services for people who are particularly disadvantaged - such as prisoners, homeless people, children and young people, women victims of domestic violence, older people and people with mental illness. Our lawyers focus on Crime, Family Law and Civil Law.

Do you offer (paid or unpaid) job opportunities?

Legal Aid NSW offers only paid work opportunities.

Our clients are amongst the most disadvantaged people in NSW. Their legal matters are often serious and complex. For this reason it's hard for us to offer internships, casual employment or unpaid work.

Many of our lawyers work part time or flexibly.

We do have a small entry program for graduates. Our Career Development Program provides 4 or 5 new graduates with supported rotations over 2 years through Crime, Family and Civil Law Practices. Graduates also receive mentoring and other professional support.

What would work at your organisation typically involve?

Our lawyers specialise in Crime, Family Law and Civil Law. Within these practice areas lawyers do all kinds of legal work - complex family and criminal litigation, instructing Public Defenders in complex criminal trials, sentencing hearings and bail applications, alternative dispute resolution, legal advice and minor assistance through legal clinics (often in rural and remote areas), duty Court work in Family Law and Crime, assistance over the phone, complaints to an Ombudsman, consumer class actions against the big banks, help with documents, lawyer-assisted mediation in family law, legal advice at homeless shelters, therapeutic legal work with kids and adults in the Drug Court, appearing for clients in many Tribunals and legal education about Wills and Probate to older people in nursing homes. There's almost nothing that you can't or won't do at Legal Aid!

What particular attributes do you think define your employees?

Incredibly hard working, smart people who are good communicators, are committed to social justice and are passionate advocates for disadvantaged people.

Legal Aid NSW

Is there a formal application process? If so, what is the method of application for part-time, intern, graduate and/or other opportunities?

Yes - there is definitely a very formal application process. Jobs at Legal Aid NSW are highly sought after these days!

All job vacancies are advertised on the NSW Government jobs website - www.jobs.nsw.gov.au. All job applications now need to be sent in through Jobs.nsw.gov.au too.

In your application you have to address each selection criteria - things like capacity to undertake advocacy, strong interpersonal skills, ability to work with disadvantaged clients and well developed legal research and statutory interpretation skills.

Legal Aid NSW is advertising its Career Development Program for new graduates in October. Check out www.jobs.nsw.gov.au for more information at that time.

What do you look for in an applicant?

Our best lawyers are good listeners, have fantastic analytical and people skills, are smart (but modest) and think outside the square. And lawyers from diverse backgrounds - including Aboriginal lawyers and lawyers from non-English speaking backgrounds - are like gold!

When are applications taken, and what are the stages involved in the application process?

It depends on what area of law you are interested in.

In Crime we do a bulk recruitment each year and from these interviews we appoint new lawyers and keep an eligibility list to use when vacancies come up throughout the year. This recruitment is advertised on www.jobs.nsw.gov.au.

For entry level Family and Civil lawyers, we advertise as and when vacancies come up through Jobs.nsw.gov.au. It is also worth checking our website regularly (www.legalaid.nsw.gov.au).

We are also super keen to employ lawyers from a variety of backgrounds - Aboriginal and Torres Strait Islander lawyers, lawyers from multi-cultural communities, lawyers who speak languages other than English.

How many people do you accept to each position annually?

Last year we employed 38 new lawyers at Legal Aid NSW - some permanent and some temporary.

What are the benefits of taking a position at your organisation?

There are many benefits of working at Legal Aid NSW. We offer great career progression from entry level lawyer to senior lawyer or even a trial advocate. We encourage acting in more senior positions, rotations through different practice areas, further study, project work and secondments. At Legal Aid you will learn quickly - because there is always so much work to do and so many clients needing assistance. There is also great variety - we run the biggest and most diverse legal practice in Australia.

Legal Aid NSW Employee Perspective

I arrive to a phone call from a lawyer representing the Respondent government department in a disability discrimination claim. She calls to make a very reasonable offer of settlement. I quickly call my client, Sarah*. While it's favourable, it fails to achieve the systemic changes that are important to Sarah. So I call back the lawyer to make a counter-offer.

At 11am, I meet Mrs Green*, a 75-year-old pensioner who has defaulted on her loans. Her problems started after paying off funeral fees when she lost 7 family members in the Victorian Bushfires. The Lenders ignored Mrs Green's plea for a reasonable payment plan - even offering her a further loan. I help the client lodge a complaint to the Ombudsman and write to the Lenders on her behalf.

I then have a phone conference with the AAT in a matter where my client, who suffers from chronic depression, is appealing Centrelink's decision not to give him the Disability Support Pension. Shortly after the Respondent's lawyer in Sarah's matter calls me back advising they have accepted our counter-offer. The government department will implement the systemic changes and will also send Sarah a letter of apology. I share my excitement with my colleagues, and then call Sarah.

As a civil law solicitor at Legal Aid, I am constantly challenged by the diversity of legal problems and clients that come through the door. I also enjoy the opportunity to participate in community legal education and law reform work. If you are someone who is moved by injustice, if you are passionate about equitable access to justice, or if you aspire to be a tireless crusader of good causes, you may, as I have, find a very rewarding and fulfilling career at Legal Aid.

Lillian Leigh – Civil Lawyer, Gosford



Maurice Blackburn Lawyers

Street Address:
Level 20, 201 Elizabeth Street
Sydney NSW 2000

Tel: (02) 9261 1488
Fax: (02) 9261 3318
Website: www.mauriceblackburn.com.au

What is the focus of your organisation?

At Maurice Blackburn we are honest, fair and committed to social justice and the rights of ordinary working people. Our experienced, empathetic team understands the complex issues faced by people who are injured or who suffer losses due to the illegal or unethical behaviour of others. We are committed to achieving just results.

Do you offer (paid or unpaid) job opportunities?

Yes, paid opportunities.

Casual Paralegal roles are offered in each state.

NSW:

PLT placements, paid and unpaid job opportunities such as work experience.

Graduate opportunities – placement within a practice group and mentored by a senior practitioner providing the fundamentals required and on the job training, support and guidance while working in interesting and challenging projects.

VIC & QLD:

Seasonal Clerkships: 3 week placements offered in Summer and Winter.

Traineeship Program: Two 6 month rotations in different practice groups, incorporating the supervised workplace training program.

Please visit our website www.mauriceblackburn.com.au for more details.

What would work at your organisation typically involve?

Provision of legal services in the areas of Consumer, Investor and Product Liability Class Actions, Medical Negligence, Personal Injury, Dust Diseases, Superannuation and Industrial law.

What particular attributes do you think define your employees?

Maurice Blackburn and our employees live by our core values of justice, respect, excellence, honesty and empathy. We demonstrate a dedication and commitment to the rights of all people.

Maurice Blackburn Lawyers

Is there a formal application process?

As our business expands or vacancies arise we recruit Paralegals and Law Graduates.

We advertise vacancies on our website, university noticeboards, and commercial job seeker websites.

Please visit our website www.mauriceblackburn.com.au for more details.

What do you look for in an applicant?

A genuine interest in redressing and helping victims get compensation, including a knowledge of our areas of practice.

- An understanding of the history and an appreciation of our philosophy.
- Sound academic achievements in law.
- Superior communication skills.
- A demonstrated ability to interact effectively with people at all levels.
- An empathy for diversity and social justice.

When are applications taken, and what are the stages involved in the application process?

Applications are invited on an as needed basis. Once applications are received they are reviewed and a short list of candidates identified for interview.

How many people do you accept to each position annually?

We currently do not participate in a formal graduate program and recruit as the needs arise.

What are the benefits of taking a position at your organisation?

Maurice Blackburn offers more than just a job and from this employees benefit from our unique culture.

We offer extensive staff benefits including:

- a genuine opportunity to be involved in Social Justice Practice cases and initiatives
- health and wellbeing initiatives such as gym memberships, wellness sessions and fruit each week
- social activities
- opportunity to participate in our Women's Law Section. Initiatives include mentoring programs for female secondary students and supporting women's rights and refugee organisations
- genuine learning and development and career progression programs



Maurice Blackburn Lawyers Employee Perspective

"As a law student I identified Maurice Blackburn early on as the firm for me. Their genuine commitment to social justice and focus on tangibly improving people's lives appealed strongly to my own values. At the firm there are abundant opportunities for lawyers to engage with social justice issues, whether it is through the prism of plaintiff law or one of the numerous public interest committees.

The hands-on experience at Maurice Blackburn is also fantastic.....At every stage of my learning I have felt supported and encouraged. Senior partners, associates and the amazing legal assistants have all taken the time to ensure I was getting the best advice and guidance. I honestly believe that, as a trainee, Maurice Blackburn is the exception rather than the rule. It is rare to get such comprehensive training in a firm that is also so firmly committed to their social justice values".

lacinta

National Pro Bono Resource Centre

Address:

Law School

University of New South Wales

Sydney NSW 2052

Tel: (02) 9385 7381

Fax: (02) 9385 7375

Website: www.nationalprobono.org.au

What is the focus of your organisation?

To improve access to justice for socially disadvantaged and/or marginalised persons in Australia through the promotion, development and support of professional pro bono legal services.

As advocate, broker, coordinator, researcher, and resource provider, the Centre plays the unique role of national leader and coordinator for pro bono legal services in Australia.

Do you offer (paid or unpaid) job opportunities?

Occasional full-time and part-time job opportunities. We have seasonal internships from UNSW students but do welcome other volunteers from time to time.

What would work at your organisation typically involve?

Policy, research, advocacy, publications and coordination work.

What particular attributes do you think define your employees?

Professionally skilled smart thinkers.

Is there a formal application process?

For any opportunities see our about us/jobs section on our website.

What do you look for in an applicant?

Bright independent thinkers with some experience in the legal policy environment.

When are applications taken, and what are the stages involved in the application process?

As opportunities arise.

How many people do you accept to each position annually?

As opportunities arise.

What are the benefits of taking a position at your organisation?

To be a member of a small dynamic team that is involved in diverse and interesting work.

NSW Council for Civil Liberties

Postal Address:
PO Box A1386
Sydney South NSW 1235

Tel: (02) 9286 3767
Fax: (02) 9286 3544
Website: www.nswccl.org.au

What is the focus of your organisation?

The NSW Council for Civil Liberties (NSWCCL) was founded in 1963 and is one of Australia's leading human rights and civil liberties organisations. Our aim is to secure the equal rights of everyone (as long as they don't infringe the rights and freedoms of others) and oppose any abuse or excessive power by the State against its people. NSWCCL is an NGO accredited with United Nations ECOSOC.

Do you offer (paid or unpaid) job opportunities?

NSWCCL offers unpaid opportunities such as internships, trainee placements, volunteer positions, membership of committees.

What would work at your organisation typically involve?

NSWCCL attempts to influence public debate and government policy on a range of human rights issues. We try to secure amendments to laws, or changes in policy, where civil liberties are not fully respected.

To this end, NSWCCL makes submissions to government and other organisations on proposed legislation or policy issues, comments on civil liberties issues in the media, works with other NGO organisations, participates in conferences and forums, conducts court cases and assists individuals with complaints about infringement of civil liberties, produces

publications, and conduct many other activities.

Interns and volunteers are involved in all of these activities, usually under the supervision of a committee member.

What particular attributes do you think define your employees?

Passion about human rights and an ability to work independently and creatively.

Is there a formal application process?

Members of NSWCCL are entitled to join and participate in a variety of sub-committees in various specialist areas such as criminal justice, civil and indigenous rights, bill of rights, censorship, children and young people.

Applicants for placements and internship positions should send a cover letter together with a copy of the CV to office@nswccl.org.au specifying the type of position sought.

NSW Council for Civil Liberties

What do you look for in an applicant?

Interest in civil liberties and human rights law, research skills, good communication skills.

When are applications taken, and what are the stages involved in the application process?

Applications for membership of NSWCCCL and to join subcommittees can be made at any time. Applications for internships and placements should be made at least 6 weeks in advance of the start of the position.

How many people do you accept to each position annually?

Depends on the length of the internship or placement. Generally there is a maximum of 2 interns or placements at any one time.

What are the benefits of taking a position at your organisation?

Students have the opportunity to develop their legal research skills, submission writing skills and problem solving skills, and to be challenged academically and personally on a range of topical issues.

Placements and internships can qualify for course credits with some courses.

NSW Council for Civil Liberties Employee Perspective

I have been working for Council for Civil Liberties for several months and I am a student from Macquarie University. I find the work with NSWCCCL extremely interesting. It brings me up-to-date of the very recent development in the legal system. I can always feel that I am part of the legislation process by preparing submissions. I have worked with some fantastic people here. The various types of work involved certainly helps my academic improvement as well as my career.

Rebecca, Current Employee



NSW Department of Human Services – Juvenile Justice

Street address:

Level 24, 477 Pitt Street

Sydney NSW 2000

PO Box K399

Haymarket NSW 1240

Tel: (02) 9219 9400

Fax: (02) 9219 9500

Website: www.djj.nsw.gov.au

What is the focus of your organisation?

The Department of Human Services - Juvenile Justice provides services to young offenders to decrease their re-offending and increase their capacity to successfully reintegrate into their communities. These services include administration of Youth Justice Conferencing, community supervision, including court advice, custodial supervision and provision of rehabilitation programs. Juvenile Justice also provides both legal support and industrial relations support and advocacy through its Legal and Employment Relations Branches.

Do you offer (paid or unpaid) job opportunities?

The Department of Human Services - Juvenile Justice provides a full range of paid and unpaid job opportunities. Paid employment includes part-time, casual and full time in accordance to the Public Sector awards and guidelines. Positions range from frontline workers, for example; Juvenile Justice Officers, who work with young offenders in the community, and Youth Officers, who support detainees, to support staff such as legal officers, industrial relations officers and project and policy officers. The Agency supports Practical Legal Training placements and other work experience opportunities.

What would work at your organisation typically involve?

Front line staff work directly with sentenced young offenders or young offenders referred to Juvenile Justice. This work has a focus on rehabilitation based on case work and offence focused interventions, and includes working with a range of service providers to ensure the needs of the young person are met.

Young people within the justice system have a range of complex needs which includes; homelessness, mental health, alcohol and other drugs abuse, anti-social behaviour, poor family relationships, poor education and unemployment. Front line workers help to address these and other needs.

Back line staff (support staff) provide a range of functions which include:

- Industrial Relations advocacy;
- Legal advice and report preparation;
- Project management;
- Program development and implementation;
- Policy and procedure development and implementation;
- Development of cabinet minutes;
- Administrative support.

NSW Department of Human Services – Juvenile Justice

What particular attributes do you think define your employees?

People who have: a compassionate nature; a sense of justice; a desire to work with young offenders and to assist them in rehabilitation; and professionalism.

Is there a formal application process?

There is a formal application process. For all paid employment opportunities, people should access Jobs.nsw.gov.au and follow the application process outlined for the job that they are interested in. For unpaid work experience in the Employment Relations, Conduct, and Entitlements Branch or Legal Branch, interested persons should contact Department of Human Services - Juvenile Justice, Employment Relations, Conduct and Entitlements Branch on 9219 9591.

It is recommended that all people interested in working in Juvenile Justice should look at the Juvenile Justice web page for more information: www.djj.nsw.gov.au.

What do you look for in an applicant?

When recruiting, Juvenile Justice looks for applicants who meet all of the selection criteria of the position that an applicant is applying for.

When are applications taken, and what are the stages involved in the application process?

Different positions are advertised throughout the year on a needs basis. When a position is advertised it will have a closing date. Applications are received for a position up until the closing date on the advertisement. Within 2 weeks of the closing date the convenor will review the applications and invite people who meet the selection criteria to attend an interview. Interviews will take place with the convenor and other panel members. The convenor and the panel members will make a decision on the successful applicant after the completion of all interviews. The convenors report is then sent to the Recruitment Branch for review and for the recommendation to be approved. Once approved the convenor is then notified that they can offer the position to the successful applicant. The successful applicant will then be contacted by the convenor.

How many people do you accept to each position annually?

It depends on the positions that are available and staff members who leave the organisation. The majority of positions are advertised on a needs basis, however, regular recruitment action is undertaken for Youth Officer positions within Juvenile Justice.

What are the benefits of taking a position at your organisation?

Juvenile Justice has a variety of different positions that will suit a variety of people, depending on a person's qualifications and experience.

Juvenile Justice often opens up job opportunities to employees for development within the organisation on an Expression of Interest basis.

Juvenile Justice also provides training opportunities to employees, depending on the position.

NSW Department of Human Services – Juvenile Justice Employee Perspective

I first starting working in Juvenile Justice as an Investigations Officer, investigating allegations of misconduct against employees. Because of my background, being a qualified lawyer and investigator, I was also able to assist in providing legal advice and have since transferred to the Employment Relations Officer role within Juvenile Justice.

As the Employment Relations Officer I deal with all Industrial Relations matters within Juvenile Justice. There really isn't an average day in my job. It varies from attending court or tribunal proceedings, attending barrister's conferences, preparing court or departmental documents, attending meetings, reviewing documents, providing advice and undertaking investigations.

I love my job because it is interesting, varied, complex, flexible and I work with a great bunch of people. It also provides me with opportunities to attend conferences, training, and travel throughout the state.



NSW Disability Discrimination Legal Centre

Postal Address:
PO Box 989
Strawberry Hills NSW 2012

Tel: (02) 9310 7788
Fax: (02) 9310 7788
Website: www.ddlcnsw.org.au

What is the focus of your organisation?

NSW DDLC is a member of the NSW Combined Community Legal Centres Group. It provides free legal advice to people with disability in NSW via a telephone/email advice line. NSW DDLC also conducts case work and policy reform in an effort to influence systemic change to benefit people with disability.

Do you offer (paid or unpaid) job opportunities?

Please stipulate: part-time, casual, seasonal internships, paid, unpaid, PLT placements, graduate opportunities, etc. NSW DDLC provides PLT students with an opportunity to gain hands on experience in a diverse and exciting legal setting. Applicants should be available full time however flexibility may be arranged for students available for a minimum of 3 days per week. The length of the placement will be negotiated prior to commencement.

What would work at your organisation typically involve?

PLT students respond to enquiries from members of the public via NSW DDLC's telephone advice line, assist clients in navigating the NSW and Federal disability discrimination complaints system and assist staff with casework, community legal education initiatives and policy work.

What particular attributes do you think define your employees?

Our PLT students are passionate about

- Human Rights
- Disability issues
- Discrimination
- Access to Justice

They are hardworking, willing to learn and are flexible in the way that they communicate and adapt to challenges.

Is there a formal application process?

Applicants should forward their CV and academic transcript to the Centre. Applicants should indicate their availability including the days on which they are available and the length of time they are able to commit to working these days.

NSW Disability Discrimination Legal Centre

What do you look for in an applicant?

- High-level oral and written communication skills
- Excellent legal research skills
- Able to work independently in prioritising work and managing deadlines
- Capable of working co-operatively as part of a team

When are applications taken, and what are the stages involved in the application process?

Applications are accepted at any time - vacancies are also advertised through University and College of Law noticeboards.

How many people do you accept to each position annually?

Approximately 10 PLT students are accepted annually.

What are the benefits of taking a position at your organisation? PLT students generally move into positions within other community legal centres, private practice or the public service. PLT students may also apply for any paid positions in legal or policy work available at the Centre.



NSW Disability Discrimination Legal Centre Employee Perspective

As a solicitor at NSW DDLC my role involves supervising our PLT students and advice line as well as representing clients who have made complaints to the Australian Human Rights Commission or Anti-Discrimination Board of NSW, conducting community legal education and contributing to the Centre's policy work.

On a typical day I will meet with each PLT student to discuss the clients assigned to them and ensure that the Centre has provided high quality legal advice and assistance to callers from our advice line. I may also call or meet with clients to go through advice directly. I will also sign-off on complaints, letters of advice or other legal documents drafted for clients by our PLT students and generally oversee the hundreds of files currently open at the Centre.

My case work may involve attending conciliations at the Australian Human Rights Commission or Anti-Discrimination Board or mediations at the Federal Magistrates Court or Administrative Decisions Tribunal as well as running cases in the Court or Tribunal. Helping clients reach the best outcome, through ADR, negotiation or litigation is a major part of my job.

At DDLC I am also given the opportunity to go out into the community and educate others about disability discrimination - this might include speaking to peak disability bodies, advocates and government organisations.

I volunteered at DDLC after finishing my law degree - it gave me hands on experience dealing directly with clients which I have found invaluable. In fact, most of our staff started their careers volunteering at the Centre and have found their way back after working in commercial law and government.

We are a small and close knit group - all the staff and PLT students work closely together to make sure we deliver the best service possible.

Elizabeth - Solicitor

Projects Abroad

Postal address:
GPO Box 422
Adelaide SA 5001

Street address:
316/33 Pirie Street (Epworth Building)
Adelaide SA 5000

Tel: 1300 132 831
Website: www.projects-abroad.com.au

What is the focus of your organisation?

Projects Abroad organises safe, sustainable and worthwhile law and human rights internships in countries throughout the developing world where you will have the chance to work with local people on real grass roots issues. Wherever you decide to volunteer, you will always be supported by qualified and dedicated full-time local staff and there will always be other volunteers there to socialise with in your down time.

Do you offer (paid or unpaid) job opportunities?

As a volunteer with Projects Abroad, you can expect to be a part of a busy, full-time placement working five days a week. While you will not be paid for your work, you will gain invaluable professional and personal skills, and you will have opportunities and responsibilities that you wouldn't get on an internship in Australia. While there is also a program fee, this will cover all of your food, accommodation, comprehensive travel and medical insurance and 24/7 support by Projects Abroad local staff whilst you are overseas.

What would work at your organisation typically involve?

The collective mission of a Projects Abroad Human Rights Internship is to provide good quality, independent legal advice to the poor and vulnerable, to highlight inequalities and demand redress for unfair laws, and to ensure effective access to justice for minority and vulnerable groups. Internships cover a broad

spectrum of topics including:

- Children's rights and prevention of child abuse
- Prison conditions and prisoners Rights
- Election monitoring and Participatory Governance
- Development and human rights in rural communities
- Women's rights
- Immigrants and refugees rights
- Health, particularly HIV Aids awareness

The programs aim to help ordinary people understand their rights, empower people to speak out when their rights are infringed, and give them the skills and knowledge necessary to do so. Your role in this will involve:

- Researching and generating media features
- Conducting interviews and receiving complaints of human rights violations
- Raising awareness in rural and urban communities through preparing training materials and conducting workshops
- Providing free legal advice
- Preparing parliamentary submissions

The internships offer unprecedented opportunity to gain experience of human rights law while making a contribution to the welfare of marginalized groups in African society.

Projects Abroad

What particular attributes do you think define your employees?

Our volunteers are typically people who have an open mind, like a challenge, can adapt to foreign surroundings, and are keen to learn and completely immerse themselves into another culture. All interns need to show a good level of initiative; the Human Rights projects are fast paced and interns who seek their own work, ask questions and make an impact on their supervisors will have a fantastic learning experience.

Is there a formal application process?

Volunteers can apply online at www.projects-abroad.com.au and from here they will receive a call from the Australian Projects Abroad office. The phone call is to determine if you would be suited to the program and to find out what your interests and experiences are. If we think you are a good match for the program then you will be accepted.

What do you look for in an applicant?

We require volunteer with a keen interest in affecting change for the better, whilst keeping in mind the long-term aims of the projects. Projects Abroad interns need to be committed, enthusiastic and both culturally aware and culturally sensitive. Our volunteers need to have initiative and the dedication to meet deadlines and take on responsibilities.

When are applications taken, and what are the stages involved in the application process?

Our law and human rights internships run continuously all year round, which means that applications are accepted all year round. Students can start the program at a date that suits them, and can volunteer for as long as they wish (minimum one month).

How many people do you accept to each position annually?

In 2009 Projects Abroad successfully placed over 6000 volunteers overseas in a range of different programs. Of that, 450 took part in one of our Law and Human Rights placements.

What are the benefits of taking a position at your organisation?

An international internship with Projects Abroad would be a valuable addition to your resume in the notoriously competitive world of Law, Human Rights or International Development and might just secure you that lucrative first job once you graduate. Volunteering shows employers that you have initiative, you are mature, like a challenge, and are adaptive. Volunteering is such a unique experience because it makes a difference to both the recipient and the volunteer. It is challenging, exciting, rewarding and worthwhile, and will be an experience that will stay with you forever.

Projects Abroad Employee Perspective

I interned at the Projects Abroad Human Rights Office (PAHRO) in Cape Town, South Africa at the beginning of 2009. The internship was organised into two main areas, casework and the community development work.



PAHRO works closely with the UNHCR, so the majority of the casework consisted of interviewing and advising refugees who were applying for protection, integration or repatriation with the UN. Clients would approach the office on a daily basis, stating their claim, upon which we would conduct an interview, allowing us to hear firsthand accounts of people fleeing civil war in Somalia and genocide in the DRC. This allowed for an intimate understanding of the functioning of the UN and the South African Human Rights Commission on a grassroots level, due to our regular contact with them.

The scope for the community development work is broad due to our various partnerships. I chose to work at a refugee camp and a half way house for young boys who had been arrested and were awaiting trial.

Our work at the refugee camp ranged from investigating claims of harassment from guards, to helping refugees to renew their paperwork. We went to the half way house weekly and conducted human rights education classes.

I had the opportunity to work alongside an amazing supervisor, Theodore Kamwimbi, a well-known human rights lawyer and political refugee from the DRC. I worked closely with other volunteers, many qualified lawyers and professionals from all over the world. It also gave me the opportunity to stay involved with Projects Abroad, who I now work for.

The internship allowed me intimate contact with local people, grassroots and international organisations. It was an experience that has, and will be valuable throughout university and my professional life.

Aishu Balaji – student, past intern and current employee of Projects Abroad

Public Interest Law Clearing House

Address:

Level 9, 299 Elizabeth Street
Sydney NSW 2000

Tel: (02) 9114 1793

Fax: (02) 9114 1792

Website: www.pilchnsw.org.au

What is the focus of your organisation?

PILCH is a pro bono clearing-house for legal matters in the public interest. We refer matters to PILCH members where they meet PILCH's criteria. The matter must:

- raise matters of broad public concern; or
- particularly impact on vulnerable, disadvantaged or marginalised groups; and
- the individual cannot reasonably be expected to afford to pay for legal services.

PILCH is involved in a number of projects that tackle issues at a systemic level.

Do you offer (paid or unpaid) job opportunities?

We work with secondees from legal practices and we offer PLT placements and placements through our Volunteer Program. We also host students completing the Social Justice Clinical Course through Sydney University Law School.

What would work at your organisation typically involve?

PILCH Clearing House: Taking instructions from clients (individuals and not-for-profit organisations), assessing matters for referral, research, referring matters including

drafting letters and briefs, following up on referred matters, attending client interviews with the PILCH member and the client and attending court proceedings.

Projects: Contribute to the Centre's current and emerging projects through research, developing and implementing strategy for legal reform through community legal education, submission writing, using the media, lobbying, and identifying avenues for administrative review.

What particular attributes do you think define your employees?

A commitment to human rights and social justice, an understanding of the issues that affect vulnerable, disadvantaged or marginalised groups, excellent research skills, capacity to problem-solve, sense of humour.

Public Interest Clearing House

Is there a formal application process?

Expressions of interest are called for as PLT and volunteer positions become available. PILCH tries to accommodate the needs of its staff in terms of their other commitments. A formal application and interview are undertaken.

What do you look for in an applicant?

An understanding of the issues that affect vulnerable, disadvantaged or marginalised groups, demonstrated commitment to human rights and social justice (for example through volunteer work), good communication skills.

When are applications taken, and what are the stages involved in the application process?

As required.

How many people do you accept to each position annually?

PILCH is able to take on 3 PLT placements at a time. Volunteers are taken on as required.

What are the benefits of taking a position at your organisation?

Capacity to develop:

- client interviewing skills, including working with interpreters,
- skills in case management,
- skills in, and understanding of, Community Legal Education (CLE)
- skills in identifying emerging issues of legal need and how to address them through strategic case work, CLE, policy and law reform
- knowledge of a wide range of areas in civil law, and some criminal law
- knowledge of the pro bono landscape in Australia.

You will build a great network across NGO's, Community Legal Centre's, government, Legal Aid NSW, and law firms and barristers in Sydney, RRR NSW and across Australia

You will be uniquely placed with the skills, knowledge and experience you have gained to use the networks you have developed to obtain a position in a wide range of agencies.

Public Interest Clearing House Employee Perspective

I am lawyer on secondment at PILCH from Corrs Chambers Westgarth. Every day here at PILCH is different from the last making my experience here so unique.

An average day for me consists of interacting with clients, conducting research into matters, drafting referrals to our Members and finalising files when matters are successfully referred. I feel a sense of achievement every time I read an email saying words to effect 'we will accept this matter on a pro bono basis.' I also allocate time to work on the Stolen Wages Project, which is just one of many projects that PILCH run.

Approximately half of my clients are Not-For-Profit organisations. Assisting NFP's and NGO's has made me appreciate how many people in our community volunteer their time for the greater good of others.

What is really impressive about PILCH is the way the staff (aka PILCHERS) work collegiately on their matters. Each of us shares a commitment to human rights and social justice and we regularly allocate time to discuss matters that affect the marginalised and disadvantaged groups in our community. We often work alongside other organisations such as Legal Aid and Community Legal Centres.

Through PILCH, I have been able make use of the networks available and build relationships with other community legal organisations, our Members, as well as our clients. Pertinent to every lawyer's career, I have also developed problem solving, client interviewing and case management skills. I have learnt to deal with 30 files at once rather than just a few.

PILCH is a truly inspiring organisation that undoubtedly 'bridges the gap' by linking community members to Member firms and barristers. Thanks to my fellow PILCHERS, it is a workplace that definitely leaves me smiling at end of each day.

Jennifer Slaviero

Refugee Advice & Casework Service (RACS)

Address:

The University of Sydney, Faculty of Law Building
Level 12, 173-175 Phillip St
Sydney NSW 2000

Tel: (02) 9114 1600

Fax: (02) 9114 1794

Website: www.racs.org.au

What is the focus of your organisation?

RACS is a community legal centre which provides free legal assistance to asylum seekers in Australia. RACS' focus relates to assistance in applying for Protection Visas in Australia.

Do you offer (paid or unpaid) job opportunities?

Yes both - paid and unpaid - including part-time, casual, full-time lawyers, PLT placements, volunteer student placements & volunteer lawyer placements.

What would work at your organisation typically involve?

Legal and migration advice assistance in relation to applying for Protection Visas in Australia. RACS assists asylum seekers in the community and in detention.

What particular attributes do you think define your employees?

Lawyers interested in refugee and human rights law. Solicitors who are also Registered Migration Agents.

Is there a formal application process?

Students and Lawyers interested in volunteering should email our Admin Assistant with their request for a volunteer placement.

Lawyers wanting paid work should check our website and the classifieds for details of job vacancies.

What do you look for in an applicant?

Lawyers and students interested in refugee and human rights law and who have relevant background experience.

When are applications taken, and what are the stages involved in the application process?

When vacancies arise. Written applications addressing selection criteria need to be submitted along with an up-to-date CV.

How many people do you accept to each position annually?

1-2 paid positions; dozens of unpaid volunteer placements.

What are the benefits of taking a position at your organisation?

- Very interesting and worthwhile work - in Sydney and in immigration detention centres around Australia.
- Opportunity to specialise in a dynamic area of law.

Teach for Australia

Street address:

Level 1, 103 Flinders Lane
Melbourne VIC 3000

Tel: (03) 8640 4500 (or (03) 8640 4501 for applicants)

Fax: (03) 8640 4599

Website: www.teachforaustralia.org

What is the focus of your organisation?

Teach For Australia is an innovative, not-for-profit organisation working to confront educational disadvantage in Australia. We do this by transforming outstanding graduates like you into inspirational teachers and leaders. You can be a part of this by teaching for two years in a disadvantaged school where your energy, enthusiasm and drive can help positively impact the lives of your students and their communities.

Do you offer (paid or unpaid) job opportunities?

This is a fully paid graduate job, with your salary ranging from \$45-55,000. It will be full time - and full on, managing your own classroom from day one. We recruit the top graduates from all disciplines in building a movement of the best and brightest to tackle the educational inequities that exist in Australia.

What would work at your organisation typically involve?

Our fully-paid, two-year program develops you as a leader and focuses on achieving success – both for yourself and for Australian students in need. You will be joining a talented group of like-minded individuals committed to addressing educational disadvantage through their teaching and leadership. Over the two-year program our Associates are

unified in focus: addressing education inequality, class-by-class, student-by-student.

In the classroom, you will lead your students to succeed while developing your own skills in problem-solving, communication, people management and strategic planning - skills for a lifetime, whichever career you pursue.

You will be teaching in a subject directly related to your University degree, and inspiring young minds to not only engage with what you're teaching, but engage with the idea of learning and creating opportunities.

Beyond the program, our Alumni go on to have significant impact across a broad range of sectors; whether it's by continuing as a classroom teacher, taking leadership roles in schools or businesses, moving into academia and contributing to pioneering research, or shaping policy in government and think-tanks.

The challenge is huge but the impact, on both graduates and the students whose lives they touch, are very real.

Teach for Australia



What particular attributes do you think define your employees?

Teach For Australia seeks outstanding graduates with a will to succeed and desire to make a difference by confronting educational disadvantage in Australia. Although from a wide spectrum of experiences and backgrounds, there is one common belief that binds us – that it wrong that students from Australia's lowest socioeconomic quartile are 2.5 years behind the average student, and the ENTER gap between the poorest and richest students is 20 points. Particularly, our law graduates are acutely cognisant of social injustices and are looking for a tangible and powerful way to apply their skills and experiences in a meaningful way.

Is there a formal application process?

Applications may be commenced online via our website, at www.teachforaustralia.org. This online stage requires you to input personal and academic information, along with answers to several questions regarding your motivations and experience. If you have any questions or concerns regarding this online step, please email the recruitment team at apply@teachforaustralia.org, or call the recruitment line on 1300 832 832.

What do you look for in an applicant?

In particular, we seek individuals who possess a proven track record of achievement, commitment to impact, communication and influencing ability, problem solving, organisational skills, resilience, humility and learning. We recognise that these skills and attributes can be developed through a range of experiences, so there is no one profile of an ideal applicant. If you are interested in our program and answered yes to several of the above, we encourage you to apply. Further, we are extremely interested in law graduates – currently, a quarter of our graduates come from legal backgrounds and have had experience at in a range of volunteer, academic, government and corporate positions such as at the Asylum Seekers Resource Centre, Legal Aid, Equal Opportunity & Human Rights Commission, Amnesty International, Phillips Fox, Hunt & Hunt, Herbert Geer, Middletons, Commonwealth Bank, Macquarie, in Senators and MP's offices and as law tutors.

Teach for Australia

When are applications taken, and what are the stages involved in the application process?

Teach For Australia upholds a very high bar for selection. We are looking for graduates who have the skills, abilities and values required to inspire, lead and develop young people. Applicants who successfully complete our online application form may be invited to a short telephone interview, before attending one of our selection days. The assessment day is designed to give you the opportunity to demonstrate your abilities through a range of activities, including interviews, group exercises and a short presentation. Should you be successful in this final round of assessment, you will be offered a place on the program and invited to attend the Teach For Australia Initial Intensive prior to beginning your teaching experience.

We hold 3 application rounds a year – please visit <http://teachforaustralia.org/apply/key-dates> to check when applications close.

How many people do you accept to each position annually?

We are in the fortunate position of being able to offer places to as many applicants that meet our high quality selection bar. However, it is advantageous to apply early, so make sure you head to www.teachforaustralia.org/apply to apply now!

What are the benefits of taking a position at your organisation?

By joining Teach For Australia, you will assume a leadership role and apply your skills in the classroom to achieve the outcomes all students deserve.

Being a Teach For Australia Associate can also open many doors for graduates. With strong links to our corporate and public-sector partners, Associates have the opportunity to be mentored by public and private sector leaders and will have access to exclusive job opportunities, within and outside of the education sector.

Here is what a few of our corporate partners had to say:

"One of the top leadership development experiences available to top graduates. The contribution they make to education in Australia and the skills they will learn in the process will be invaluable."

Guy Templeton, Former CEO, Minter Ellison

"Teach For Australia challenges the status quo - it says that young people can lead in the most difficult of circumstances. I believe Australia's most outstanding graduates - driven, passionate and extremely capable - want to answer that call."

John Denton, CEO, Corrs Chambers Westgarth

Teach for Australia Employee Perspective

"I believe that every child has the ability to learn and that education opens a world of opportunities. I hope that my time in the classroom will allow me to channel my knowledge, skills and passion towards the goal of engaging, inspiring and empowering my students.

My experience at Teach For Australia so far is unlike any that I've ever had. Every day, I question my beliefs and assumptions, reflect on my personal experiences, draw on my technical knowledge, and think about my goals and responsibility to each one of my students. I already treasure all the new friendships formed with my cohort and I know that once I hit the classroom, their support will be of real and ongoing assistance.

I have a very clear vision of where I want to take my students. I do not know if my strategies will work each time, but what I do know is that I am committed to re-evaluating, modifying and changing them until I achieve my goal. I am inspired to become the best teacher I can be."

Szuen Lim

Bachelor of Commerce, Bachelor of Laws (Honours), University of Melbourne

Previously a Business Analyst for Macquarie Capital and volunteer at the Asylum Seekers Resource Centre

Women's Legal Service NSW

Postal address:
PO Box 206
Lidcombe NSW 1825

Tel: (02) 8745 6900
Fax: (02) 9749 4433
Website: www.womenslegalnsw.asn.au

What is the focus of your organisation?

Women's Legal Services NSW is a community legal centre. The service exists to provide a voice for women in NSW and to promote access to justice, through the provision of legal services, law reform and community legal education, particularly for women who are disadvantaged by their social and economic circumstances.

Do you offer (paid or unpaid) job opportunities?

Women's Legal Services NSW offers paid job opportunities. We have solicitor, law reform solicitor, community legal education solicitor, community access worker, and program officer positions. There are a variety of full time and part time positions and permanent and contract positions offered at Women's Legal Services NSW. Vacancies arise from time to time and are advertised.

We welcome applications from interested students for volunteer or PLT placements however have a limited capacity in how many of these positions we can take at any given time. Graduates can apply for a solicitor position with other solicitors. We do not have a specific graduate program.

What would work at your organisation typically involve?

The service provides a range of free and confidential legal services including:

- legal advice by telephone and at outreach clinics in western Sydney;
- casework, including duty work at court for Apprehended Domestic Violence Orders.
- education and training
- policy development and law reform

What particular attributes do you think define your employees?

Passionate about social justice and making a difference to women's lives.

Is there a formal application process? If so, what is the method of application for part-time, intern, graduate and/or other opportunities?

There is a formal application process. Jobs are advertised and applications accepted. Applications have to address selection criteria and a merits selection process is undertaken.

Women's Legal Service NSW

What do you look for in an applicant?

Selection criteria for positions may include the following:

1. Demonstrated understanding of and commitment to social justice issues for women, particularly Aboriginal and Torres Strait Islander women, and those experiencing economic, social and cultural disadvantage and lack of access to legal services.
2. Understanding of cross cultural issues for women, particularly Aboriginal and Torres Strait Islander women, experiencing domestic violence, sexual assault or family breakdown.
3. Demonstrated ability to provide sound legal advice in areas of law relevant to the work of Women's Legal Services NSW, including domestic violence, sexual assault, family law and discrimination.
4. Ability to design and implement community legal education and engage in law reform and policy development.
5. Demonstrated high level oral and written communication skills.
6. Demonstrated ability to work in an electronic environment including the use of word processing, email and web browsing tools and the capacity to acquire a working knowledge of the WLS client database system.

When are applications taken, and what are the stages involved in the application process?

We advertise when vacancies arise.

How many people do you accept to each position annually?

We do not have set recruitment targets and recruit when a vacancy arises.

What are the benefits of taking a position at your organisation?

The benefits are that you can work in an area of law that makes a difference to people's lives. You are directly involved in transforming people's lives through the provision of legal advice which empowers them to make real choices in their lives. One of the main benefits is the diversity of work a solicitor is involved in at Women's Legal Services NSW. A solicitor can go to court, be involved in law reform consultations and submissions and go out in the community and educate other professionals, community workers and the public about the law. The workplace is friendly and relaxed and people enjoy coming to work. There are no billable hours, the solicitor has a salary and works standard hours every week, and there are flexible working conditions.

Women's Legal Service NSW Employee Perspective

I have been working as a Solicitor in the Domestic Violence Advocacy Service for the past 3 years and enjoy immensely working at Women's Legal Services NSW. I can honestly say I love my job. I enjoy coming to work. I believe in the importance of legal advice as a tool to empower women to understand legal issues that may affect their lives. I enjoy going to court and getting into the nuts and bolts of the issue, making a real difference to outcomes on the ground. I do duty solicitor work, which is challenging and rewarding when you can get a good outcome based on your negotiation skills and advocacy skills. I thoroughly enjoy the community legal education aspect of my job, going out into the community and presenting workshops, seminars and presentations to women in the public, legal practitioners and community workers. I have presented CLE to varied groups ranging from women with intellectual disabilities, LawAccess customer service officers and solicitors, Police, Social Workers and court assistance staff. It gives me great pleasure to work with community stakeholders to impart knowledge with them that can potentially reach many women in the community.

My colleagues are all inspirational women, who are intelligent, dedicated warm and sociable people. I feel like I am contributing to society and helping people on an individual level. It is a very satisfying job. The pay is obviously not comparable to a private law firm, so if that is a priority for you then you may need to reconsider a position at a community legal centre.



Further Social Justice Organisations



The breadth of social justice-related organisations is too immense to encapsulate in a single document. Here are a few more teasers of what is out there for those who are willing to delve into this field. If you're still looking for ideas, see the Social Justice section of the 2010 SULTS Careers Guide (at p204) for an extensive list of local social justice organisations and their contact details. The Guide is available to be read at the SULTS Office or can be [downloaded in PDF format](http://www.sults.org.au) from the SULTS website (www.sults.org.au).



Experiences in
Social Justice

Aspirational Figures

It is clear that “success” in social justice comes in many forms. The following individuals, after graduating in law, have all pursued careers engaging with social justice issues in one way or another. These people have confronted a variety of matters including youth development, indigenous health, refugee treatment, sexual equality and emergency humanitarian aid. Some have pursued areas of long-standing personal interest, while others have discovered new interests through unexpected avenues. Their experiences demonstrate that there are a number of professional opportunities to address social justice challenges, and that it is a set of skills and an outlook, rather than a specific workplace, that make these careers what they are.



Wayne Morgan

Senior Lecturer, ANU

Wayne Morgan's first paid job after law school was a clerkship at Mallesons Stephen Jaques in Melbourne, but he had already worked in a number of unpaid law reform positions during his degree, including with the Victoria AIDS Council. As a gay man studying law in the early to mid 1980s – a time of virtually no anti-discrimination laws with respect to sexuality and at the height of HIV hysteria – Wayne was personally motivated to pursue a career in social justice. He concedes that it is difficult in Australia to find a law reform job that pays, and he chose the path of academia, returning to Melbourne University as a tutor.

Wayne chose an academic career for a number of reasons. He has always had a conscious wish to engage in law reform and social justice goals, and academic work has enabled him to satisfy both of those interests, through its division into three equal parts, as Wayne describes it, of teaching, research or writing, and community outreach.

Since he began teaching at Melbourne University in 1990, Wayne has also taught at Charles Darwin University and Flinders University, Columbia University in the U.S. and Nan Kai University in China. He is now a senior lecturer at the Australian National University in Canberra, teaching a range of subjects, including International Trade Law, International Dispute Resolution, and Law and Sexuality studies. Beyond this, his expertise is in areas of law and sexuality, prostitution, pornography, sexual offences, gay and lesbian rights, human rights law, Human Rights Committee Optional Protocol Communications, and anti-discrimination law.

While Wayne was completing his Masters at Columbia University, Tasmanian activists led by Nicholas Toonen and Rodney Croome, were trying to bring an action to the UN Human Rights Committee, challenging Tasmanian anti-sodomy laws.

A friend in Melbourne told Wayne about the action, and Wayne contacted Toonen to get involved. As Wayne recounts, there were not many Australian lawyers in the early 1990s that knew much about the UN Human Rights Committee, whereas this was a focus of his Masters research. Wayne contacted Toonen and became a legal advisor to the activists' complaint.

Although this was a landmark victory, both in UN and Australian contexts, Wayne remembers the frustration that followed. After the Human Rights Committee handed down its decision, Wayne and the team behind the action lobbied the Federal Government heavily, with little success in attaining true consultation. However, Wayne later had a hand in same-sex relationship law reform as consultant to the Tasmanian Attorney-General Judy Jackson for the drafting of the Tasmanian *Relationships Act 2003*. The Act introduced the first civil union scheme in Australia, and Wayne recalls the joy of working with an Attorney-General who was sincerely interested in law reform.

Wayne sees the trajectory of his career in social justice as somewhat similar to that of gay rights. He started by focusing on criminal law, fighting for decriminalisation, and subsequently directed his attention to anti-discrimination movements. For the past decade he worked on relationship law in South Australia, Tasmania, Victoria and the ACT.

In addition to his work on *Toonen* and the Tasmanian *Relationships Act*, his career has given him many high points, and he notes that working with incredibly committed people remains a general highlight. As he points out, however, not all highlights are victories. His work more recently on a case brought by a gay man against the Red Cross for its policy on homosexual blood donors resulted in a loss. However, Wayne sees the many positive outcomes, including witnessing the sincerity of those committed to law reform.

The Australian Red Cross is now conducting its own review of its policy following the decision, and it has even been influential overseas, with some parliaments in the United Kingdom and the United States especially beginning to revisit the issue.

Wayne sees the study of law as a unique background to pursuing social justice, as it provides the skills needed to work in this area. As he remarks, "Social justice is not about the job you have, it's about the way you think. No matter what job you do, you can use your skills to contribute to the community."



Sophie Ryan

CEO, Sony Foundation

Sophie Ryan graduated law from the Australian National University. After finishing her degree with a semester in Vienna, she was offered a position working in Vienna with Dr Manfred Nowak, the UN Special Rapporteur on Torture. This was, as Sophie remembers it, a confronting experience. Dr Nowak's broad access to torture records meant that the research involved in contributing to *The United Nations Convention Against Torture – A Commentary* was particularly demanding.

Sophie later returned to Vienna to take up a position as international consultant at the headquarter office of the United Nations Office of Drugs and Crime (UNODC). She worked in the criminal justice sector, representing the UNODC at conferences, including the UN Crime Conference. Her work largely focused on a prison reform project that took her to southern Sudan for several weeks at a time. In Sudan, she implemented training sessions for prison staff, who lacked the administrative practices required to ensure a basic level of criminal justice in the prison system. A lack of records for many prisoners – over 40% of whom were remand prisoners – often meant that it was not clear when they had first entered the prison. In an area without a reliable judicial branch, prison reform was a key component, and perhaps the only achievable means, of concrete improvement in the criminal justice system.

Sophie returned to Australia to work at the Sydney office of Allens Arthur Robinson until July this year. While the world of commercial law was quite a change from her experiences with the UN in Vienna and Sudan, Sophie approached the work she did for Allens creatively, maintaining her connection with social justice. She was involved in the Corporate Social Responsibility Practice Group, offering advice on corporations and human rights, as well as anti-corruption compliance.

Sophie also worked on the Allens Arthur Robinson Charity Committee, a position that would introduce her to the Sony Foundation, of which Allens was and is a key corporate partner. In this way, Sophie has often found ways of combining her efforts in the Australian corporate environment with her interest in social justice and community development.

Sophie emphasises the continuous support given to her by Allens to become involved in, and even set up, a number of social justice organizations. In 2009 she established 'Tooth Mob', a volunteer dental health project in remote Indigenous communities in the Northern Territory. She continues to develop and expand this project by securing funding grants, coordinating dental staff and even working as a dental nurse in the remote health clinics.

Sophie Ryan is now the CEO of Sony Foundation Australia. The Foundation was established in 1999 by the Sony Group of Companies, in the belief that profitable companies have a valuable role to play in the community in which they do business. Its vision focuses on youth and assisting young people, and it has already raised over \$12 million to help young Australians facing homelessness, illness, disability and isolation. This has been achieved through collaboration with a number of charity organizations, including CanTeen, Mission Australia and Youth Off The Streets, and through Sony Foundation's own Children's Holiday Camps. The Foundation also provides support to hundreds of young Australians in areas of music, theatre, science, technology and the visual arts. Its ambassador program has attracted sports men and women, entertainers and business people.



Since taking up her position at Sony Foundation in July 2010, Sophie has observed the benefits of the Foundation's model in contrast to other not-for-profit organizations. The Foundation's corporate roots in the Sony Group enable it to be a sustainable company with long-term goals, rather than one that battles to cover operating costs. The effect of this is, fairly simply, that the funds raised through Sony Foundation's various campaigns go directly to the causes they support. This is part of the philosophy behind Sony Foundation as an example of corporate social responsibility.

Sony Foundation has recently launched the You Can campaign, with the aim of raising \$15 million in the next three years to build youth cancer wards across Australia. In the last 25 years there has been virtually no improvement in survival outcomes for those diagnosed with cancer before the age of 30. Moreover, teenage patients are treated alongside 70 and 80-year-olds, rather than receiving specialised care in an age-appropriate environment. Sony Foundation has found a particularly ingenious way to raise funds for this cause. The Foundation has partnered with an international recycling company to swap old mobile phones for money. By donating their old mobile phones, which are recycled for reuse, Australians directly contribute to You Can's appeal, and eventually to six new youth cancer wards.

* To donate (and get rid of an old phone), visit www.youcan.org.au and make an easy contribution to young adult cancer patients across Australia.

Dr Tony Morris

International Federation of Red Cross and Red Crescent Societies

Dr Tony Morris is currently based in Islamabad where he works for the International Federation of Red Cross and Red Crescent Societies (IFRC). He has recently been the Acting Head of the IFRC Delegation in Pakistan, which has led international responses to the flood disaster that has affected up to 20 million people. UN General Secretary Ban Ki Moon, who last week travelled to the flood sites, said it was the worst natural disaster he had ever witnessed.

Tony graduated law from the University of Sydney. For the last twenty years he has been working in human rights and humanitarian contexts. Prior to his current position with the IFRC, Tony worked for the International Service for Human Rights (ISHR), a non-governmental organization based in Geneva. The ISHR is an international non-governmental organisation that supports and facilitates the work of human rights defenders. Tony has been working in his current position with the International Red Cross and Red Crescent Movement (the Movement) for three years. The Movement is the world's largest humanitarian network in disaster relief.

As Tony sees it, international law is a platform for action. The Movement, and especially its founding organ, the International Committee of the Red Cross (ICRC), is well known for its role in promoting the development and implementation of international humanitarian law for situations of armed conflict, in particular the Geneva Conventions of 1949 and their Additional Protocols.

National Red Cross and Crescent Societies provide relief in times of natural disasters. This peacetime role is internationally coordinated by the IFRC. The IFRC prepares for and responds to natural disasters, as well as contributing to the UN Millennium Development Goals.

Dr Morris states, "Disaster response to around 30 million people annually from refugees to victims of natural disasters, such as the floods in Pakistan, represents the largest portion of our work".

The IFRC is giving more attention to disaster preparedness activities. This has seen the emergence of a new body of law, international disaster response law, which provides standards and guidelines for responses to various dimensions of disasters such as customs regulations.

Tony highlights the role of human rights law in humanitarian emergencies. As he explains, "the Pakistan floods and the Haiti earthquake displaced millions of people. Over the past few years, the international community's response to such catastrophes has become ever swifter and more sophisticated. Yet in the rush to deliver life-saving aid, little attention has been paid to the rights of these displaced people such as their right to water, to food, and to relevant shelter." The Representative of the UN Secretary-General on the Human Rights of Internally Displaced Persons, Mr. Walter Kälin, has prepared Operational Guidelines on Human Rights and Natural Disasters. In 2006, the Inter-Agency Standing Committee Working Group developed Operational Guidelines that set out practical operational steps for humanitarian workers with examples of how to integrate international human rights standards into their work. Walter Kälin has commented that "human rights are as much a part of the lives of the people we are called upon to assist and to protect as are their needs for food and shelter. For the first time, these Guidelines will provide responders with the information they need to make a rights based approach a part of the emergency response."

Whilst acknowledging the importance of international legal frameworks, Dr Morris suggests that other disciplines compliment the law for effective assessment and intervention in complex humanitarian disasters. He says, "international law is a good starting point; international humanitarian law,

international disaster response law and Human Rights law set out standards and the obligations of governments. Yet to get the full picture and plan intervention we also need ideas from political economy, political science, environmental science, and sociology, among others."



Jacque Everitt

Pro bono solicitor, Shopfront Youth Legal Centre and Author of The Bitter Shore

Jacque came to the law later in her career than many others. She started in journalism, working for the *Evening Standard* in London and *The Sydney Morning Herald* in Sydney, among other newspapers. She specialised in social justice issues and wrote, for example, a series of articles on children in detention and the Children's Court in Albion Street.

In the years following this, Jacque was Communications Director for the World Wide Fund for Nature (WWF). She worked in Australia, Geneva, the United States and South-East Asia, shaping the organisation's media strategy and meeting annually in Washington D.C. and New York as part of the WWF international committee of Convention on the International Trade in Endangered Species (CITES). After leaving the WWF, Jacque continued to be involved in the public relations sector of a number of companies and organisations, including working as media consultant in the Clean Up the World program.

A year was dedicated to her role as Deputy Director of Timor Aid, and Jacque was stationed in Dili, East Timor. She worked with Timorese nationals, as well as professional and volunteer Australians, setting up counselling services for rape victims, establishing women's collectives and liaising with Australian Members of Parliament.

Jacque studied law at the University of Sydney with her career in journalism in mind. As she remembers, her goal was not necessarily to practice, but rather, to use the law as a source of authority when writing on a subject involving legal expertise. However, Jacque now describes studying law as "the greatest privilege of [her] life." She values the training and encouragement she was given to work for justice, and the way of thinking that law provides its students. She has since used her law degree to pursue her interest in social justice in a legal context

From 2001 Jacque worked as a solicitor for Maurice Blackburn Cashman lawyers, bringing major compensation cases for breach of duty of care by the Commonwealth Department of Immigration in regard to refugees detained in Australia. The best known of these cases was the *Badraie* case, involving a family living in Villawood detention centre. Jacque met the Badraies when she was working at the Refugee and Casework Centre, a legal centre for refugees. A friend introduced her to the Badraie family, whose six-year-old son was in an extremely fragile mental and physical state as a result of severe trauma. When Jacque smuggled a video camera into Villawood, the footage of the Badraie family became the first ever to be made of a detention centre, and was used for a Four Corners program. Footage later acquired by Jacque from Curtin Detention Centre became the basis of a story on Lateline, which generated a tremendous amount of controversy in Australia and abroad. As a lawyer, Jacque guided the family's refugee claim through the Federal Court of Appeal, and their compensation claim to the Supreme Court of NSW. The claims were successful, and the members of the Badraie family are now Australian citizens.

In October 2008 Jacque completed a book, *The Bitter Shore*, telling the Badraie family's story. She has since contributed chapters to a number of books on social justice and specifically refugees, as well as frequently writing articles for *The Sydney Morning Herald*, researching case histories of refugees deported from Australia to Syria, and speaking at universities and community forums.

Jacque is about to return to Shopfront Youth Legal Centre, a pro bono legal centre run by Freehills to provide legal advice to disadvantaged young people.



Shopfront focuses on criminal law, and Jacquie works specifically on preparing Victims Compensation Claims and taking criminal matters to court. Much of this work involves ensuring clients have access to doctors, psychologists, social workers or community organisations, as Shopfront often deals with young clients who have a background of physical or sexual abuse, homelessness, mental illness or drug and alcohol abuse. Jacquie attributes Shopfront's high success rate to the resources it has access to. This is to be very highly valued in the context of otherwise difficult circumstances in relation to legal resources.

Although Jacquie did not enter into law with the intention to practice, she has "adored doing the kind of law [she has] done: advocating for refugees and disadvantaged young people in court."

Jacquie recognises that not everyone wants to be involved in the same areas of law as she is, but insists that it is a "humanising experience." She feels incredibly lucky to have worked with the clients she has, and is grateful for the opportunity to approach social justice issues from a legal grounding.

Everyday Examples

Just as there is no single image of success in the field, there is no model “experience” you can expect working for social justice. The diversity, challenges and fulfillment one could derive from pursuing their interest in the area are highly contingent on the nature of the individual, their role and the organisation. What follows should give you an idea of the atmosphere, people and career progression you might expect to find in a social justice role.

Six individuals share with you their experiences, which stretch across legal services, diplomacy, criminal tribunals, international development, native title and education. These personal reflections demonstrate that your career starts now – the positions described are not beyond your reach, but roles of this type will be an important stepping-stone to further work.



Children's Legal Service, Legal Aid NSW

Timothy Khoo, Solicitor, Children's Legal Service, Legal Aid NSW

Legal Aid NSW is the largest legal aid agency in Australia, providing a range of legal services to socially and economically disadvantaged people.

In my experience, the general culture and atmosphere at Legal Aid is really positive - there is this wonderful camaraderie that would be impossible to replicate elsewhere. There is a real sense that you and your colleagues (and not just other solicitors but also the support staff) are working together towards something really worthwhile and significant.

I did my undergraduate studies at Macquarie University with a double degree of Laws/Business Administration. I had no intention of practicing law when I started my degree but this changed in the fourth year of my studies when I did a placement at the Macquarie Legal Centre in Merylands. I found working in the community sector to be extremely rewarding and I decided that I wanted to pursue a career in this direction.

I subsequently got a job at Macquarie Legal Centre after I finished my degree, and was employed as a Community Legal Education officer. This role evolved however and after going through the College of Law, doing my PLT at the Centre and being admitted, I began practising as a generalist solicitor providing legal advice and casework to clients.

My real interest though was doing criminal work, particularly in the Children's jurisdiction. One of the programs Macquarie Legal Centre runs is called the Children's Court Assistance Scheme, which basically assists young people who come to court with a range of issues like finding accommodation, arranging mediation for families and providing general support while they are at court

Through my involvement with this program I had seen the Children's Court and the type of work that Legal Aid solicitors did up close – and I liked what I saw.

To this end, I left Macquarie Legal Centre to work in a small private practice that I knew did a lot of Legal Aid work, and specifically, a lot of Legal Aid work in the Children's jurisdiction. In my time at the practice I was able to learn a lot from the experienced solicitors there about handling criminal matters in the Local and District Court. It was not long before I received a call from the Managing Solicitor at the Children's Legal Service who asked me if I wanted a job with Legal Aid. Of course I accepted and two years later I'm still loving it.

I see myself staying at Legal Aid into the foreseeable future. The work/life balance that it offers as well as the rewarding and interesting work that I do would be hard to beat anywhere else. In the future this might involve a transfer to a different section within Legal Aid to gain further skills and experience. Further down the track, there are many Legal Aid solicitors who become barristers after a career at Legal Aid and their experience and contacts place them in the enviable and unusual position of being able to get briefs immediately.

The Aurora Project

Grace Keesing, Former Legal Intern, Windeyer Chambers

'To know that you do not know is the best.'

Funny what Google turns up. While doing a bit of research for this article, I stumbled across a poem by Ted Sheridan. Not a particularly great poem, but the first line seemed appropriate – “It has taken me a long time to learn that I’ve learned absolutely nothing.”

A long time. Four and a half years. After four and a half years of university, of studying law, of thinking I knew something, I did an Aurora Internship at Windeyer Chambers.

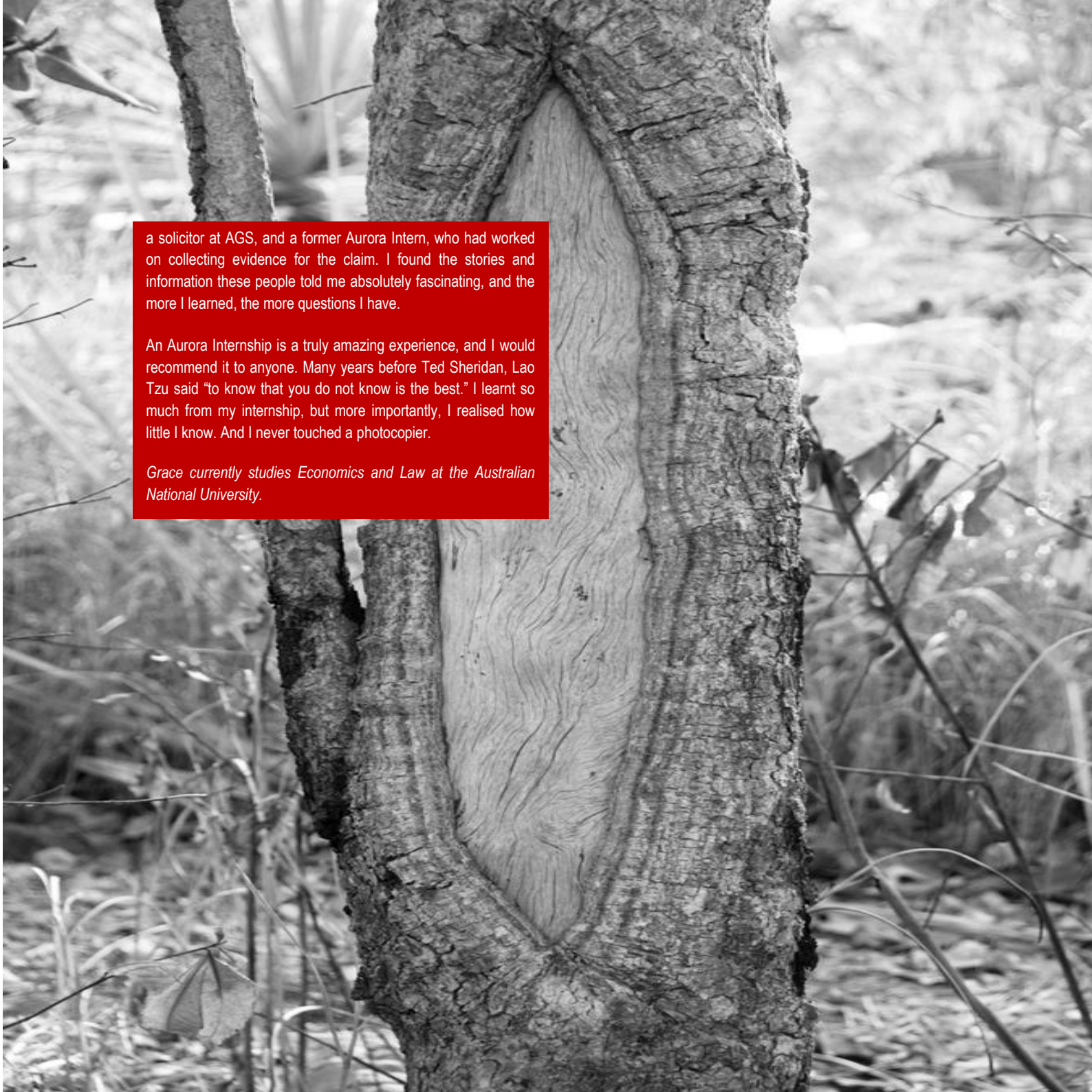
And it took me about four and a half minutes to realise I knew absolutely nothing. Nader. Zilch. That I had no idea how to be a lawyer, how the legal system operates, how native title works. Forget what you have read in books, or heard in lectures. There is no substitute for being there.

Day one: I arrived at the front desk of 6th Floor Windeyer Chambers, Macquarie Street, Sydney. I had no particular expectations of my first day, other than a vague sense that I would be ‘eased’ into things, that there would be some sort of introduction, maybe a tour, a bit of photocopying perhaps. Not so. The receptionist smiled at me, and ushered me into Tina Jowett’s chambers. Tina, the barrister who was my Aurora contact. Tina, who was in the middle of a teleconference mediation with the State of Queensland and a solicitor representing the Murray Islander people. A mediation being conducted by the president of the Native Title Tribunal. And so, without further ado, my education began.

In the course of my internship I worked for three barristers: Tina Jowett, Vance Hughston SC, and John Waters.

I was given a huge variety of challenging legal work that required me to draw on my knowledge (such as it was) not only of native title, but administrative law, constitutional law, tort, contract, corporations law, civil procedure, statutory interpretation and evidence. In my first week I assisted with a connection assessment for a NSW North Coast native title claim by examining and tabulating affidavit evidence, undertook research and drafted part of an advice for Western Australian Native Title Representative Bodies on Limitations Acts, read over briefs and affidavit evidence for a claim in the Torres Strait Islands, and sat in on a few conferences with clients and instructing solicitors. In the following two weeks, I assisted in drafting an advice relating to an exploration permit in the Northern Territory, researched for a claim in South Australia, drafted a summary of expert reports, and read about ten lever arch folders of material in preparation for the final week of my Aurora placement.

The final week: Just when I thought I had it, that I was finally getting my head around everything, I flew to Brisbane with John Waters for the closing submissions of the Torres Strait Islands Sea and Submerged Lands Claim in the Federal Court. A claim which has been on foot for nearly four years – Justice Finn, his associate, four parties, eight barristers, at least twenty solicitors, a gallery packed with Torres Strait Islanders, Papua New Guineans, members of the press, members of the public, and me. After three weeks in Windeyer, I had at least some grasp of the legal and factual issues. But there was a whole new world of procedural and evidential rules that I had not even considered. I was able to meet a huge variety of interesting people, including a solicitor who works in native title in the Torres Strait, a Murray Islander who was instrumental in instigating the claim,



a solicitor at AGS, and a former Aurora Intern, who had worked on collecting evidence for the claim. I found the stories and information these people told me absolutely fascinating, and the more I learned, the more questions I have.

An Aurora Internship is a truly amazing experience, and I would recommend it to anyone. Many years before Ted Sheridan, Lao Tzu said "to know that you do not know is the best." I learnt so much from my internship, but more importantly, I realised how little I know. And I never touched a photocopier.

Grace currently studies Economics and Law at the Australian National University.

The Australian Mission to the United Nations

Christine Ernst, Former Intern to the Australian Mission to the UN

There are some jobs that, no matter how long you stay in them, never stop being exciting. That's the impression I got from being a diplomat at the United Nations (UN). Sure, General Assembly negotiations can sometimes become a bore; hours can be wasted on protracted debates about whether to 'note' or 'take note of' a given report. Discussions can become painfully stagnant as delegates dig their heels in and spout out the same old rhetoric meeting after meeting.

But there is something undeniably thrilling about working at the UN. Walking through the corridors, you overhear conversations in languages you've never heard spoken before. Sitting in negotiations, you realise that you're debating resolutions that could affect the lives of countless people around the world. And at least once every day, you get an overwhelming sense that although the system is imperfect, it's the best we've got – and it is, after all, an almighty achievement to get 192 countries to even sit down at the same table.

The Australian Mission to the United Nations

I was an intern at the Australian Mission to the UN from September to December 2008. I applied for the internship with little expectation of even getting to the interview stage, so when I was selected, it was a dream come true. Few Australians get to address the General Assembly on their nation's behalf, and even fewer while they're still at uni. Interning at the Australian Mission was an honour and a privilege, and has without question been my most rewarding career experience to date.

The Australian Mission oversees Australia's diplomatic representation at the UN headquarters in New York. It recruits interns once a year to work from September to December, which is when the General Assembly sits. When I started at the Mission, it was abuzz with anticipation.

The Prime Minister and Foreign Minister were to be arriving the following week to meet with foreign dignitaries. The interns had a few days of training – *this is how to draft a resolution; this is how to navigate the Dag Hammarskjöld library* – and then, before you could say Boutros Boutros-Ghali, we were shaking K-Rudd's hand.

Once the frenzy of 'Leaders' Week' subsided, we settled into our longer-term roles. I was paired with Australia's diplomat on the Third Committee of the General Assembly. The Third Committee focuses on human rights and social development, and therefore fit my interests perfectly. Attending negotiations on Australia's behalf was terrifying at first, but with time my confidence grew and I found myself pleasantly surprised at what I could achieve when given the opportunity. The experience of interning at the Mission was unparalleled, and I would strongly recommend it to anyone with a passion for international affairs.

A day in the life of an intern

8am: early-morning briefing at the Mission to review instructions from Canberra

9am: breakfast meeting with Canadian and New Zealand colleagues to discuss common goals

10am: informal negotiations on a draft resolution on human trafficking

1pm: side event on the death penalty, hosted by Amnesty International

1.10pm: attempt to eat lunch discreetly and without spillage

1.15pm: fail miserably and ponder the ever-expanding dry-cleaning bill.

5pm: head back to the Mission to report back to Canberra

7pm: seafood buffet dinner at the Tongan Mission

9pm: drinks with UN interns



Highlights of the internship:

- Urgently drafting a statement to be delivered in the General Assembly
- Meeting the PM and Foreign Minister
- Living a few blocks from the Broadway theatre district
- Drinking Glühwein at the Austrian Mission
- Entering the UN building through the staff entrance
- Being interviewed by the BBC
- Meeting top journalists like Michelle Grattan and Phillip Coorey
- Being in Times Square the night Obama was elected

Tips for applying

There are multiple ways of interning at the UN: with a diplomatic mission, with a non-government organisation, or with the UN Secretariat itself. Experiences vary, so it is ideal to speak to someone who has interned at the particular organisation for which you are applying. Don't be disheartened if you don't receive a response in respect of a particular application; many organisations receive too many to process, and some select interns via informal channels.

Cast your net widely to maximise your chances of selection. In addition to New York, consider regional headquarters (Geneva, Vienna and Nairobi), as well as countries where specialised agencies undertake their fieldwork. Consider other multilateral organisations, for example the OECD, the World Bank and the Asian Development Bank.

Christine is currently completing her final year of law at the University of Sydney. In 2012 she will take up a position as Associate to Justice Kiefel in the High Court of Australia.

Teach for Australia

Jane O'Callaghan, Associate

Jane O'Callaghan, B.Comm/LLB (Hons), has traversed the globe in search of her legal (or otherwise) calling. She has worked in legal aid, clerked at Maddocks and Philips Fox, articulated at Middletons, and tried her hand at lawyering, law tutoring, risk consulting and study-guide writing. Her travels have taken her to Japan and Netherlands, teaching English and engaging in Human Rights and Foreign Policy. Now, Jane is back in Victoria and has fallen for educational entrepreneur, Teach For Australia.

Teach For Australia is a dynamic social enterprise, recruiting and training top graduates from all disciplines who have the energy and passion to teach in a disadvantaged school for two years. Here's what Jane, Teach For Australia Associate 2010, has to say about her experience.

How are you utilising the skills you picked up at law school?

Law and teaching require very similar skills. Every day as a teacher, I have to think quickly on my feet, communicate well both orally and in writing, and persist despite overwhelming obstacles. There is no harsher jury than a class full of restless teenagers!

Where do you see yourself after Teach For Australia's two-year program?

I would like to complete my Masters of Education, which requires an additional six months study following the Teach For Australia two years. I would also like to undertake a PhD in Education, looking at issues of disadvantage and the ways in which education may be used as a tool to combat disadvantage.

In the future, I would love to use my knowledge of human rights, international law and education to work with governments and schools in Australia and overseas to develop educational

programmes that address issues of disadvantage.

What has been a major positive of being a Teach For Australia Associate?

As an Associate you are provided with extensive support to assist you to learn while doing. This is such a powerful and effective way of learning – it gives you an unrivalled opportunity to put theory into practice immediately and reflect on your efforts. Teaching is an immensely rewarding profession – every day is different and there is always plenty to do. Practically speaking, Teach For Australia also allows you to earn a wage and have your University fees paid for while you are actively developing your knowledge and skills.

What have you found most challenging about your experience?

You have to be prepared to take on an enormous workload – but this can be advantageous depending on what you are looking for! Your first year of teaching is more than a full time job in itself – on top of that, you need to complete assignments for University. Be prepared to be working into the early hours of the morning, on weekends and during holidays. Also, be prepared for frequent feelings of inadequacy as you realise that there is a lot of skill required in good teaching. Teach For Australia make no false pretences – they market themselves as a challenging program and deliver on that.

Share a memorable moment in the classroom with us.

I advised a student who was struggling with how to write an expository essay to just go home and write; to stop worrying about what she should write and just put down all her ideas. The next morning I found an email she had sent me the night before telling me how proud she was of herself because she had gone home and written the entire essay. Teaching can be very satisfying.

United Nations Assistance to the Khmer Rouge Tribunal

Annelise Young, Intern, UNAKRT

From January to July of this year I worked as an Intern in the Office of the Co-Prosecutors at the UN Assistance to the Khmer Rouge Trials, which is the international side of the Extraordinary Chambers in the Courts of Cambodia. The ECCC is a hybrid tribunal, based on the Civil law system. It was established by an agreement between the UN and Cambodia, and vested with jurisdiction to prosecute senior members of the Khmer Rouge for Genocide, Crimes Against Humanity, War Crimes and National Crimes that occurred during the period of Democratic Kampuchea (1975-1975).

Trial 001 of Duch, the head of the S-21 prison, finished late last year. The Trial Chamber handed down their first verdict on 26 July 2010 – a significant milestone given the many challenges the Court has faced. The Co-Prosecutors have recently announced that they will appeal the decision. In the meantime, the Co-Prosecutors are working on case 002, in which there are four Charged Persons who are the last surviving senior members of the Khmer Rouge: Nuon Chea (who was ‘Brother Number 2’ under Pol Pot); Ieng Sary (who was the Minister for Foreign Affairs); Ieng Thirith (who was Minister for Social Affairs, Ieng Sary’s wife, and Pol Pot’s sister-in-law); and Khieu Samphan who was the former head of Democratic Kampuchea (although this was more of a figurative role and Pol Pot was the actual leader).

When I arrived I was thrown into the deep end and given some very interesting, substantial work. The work focused on pre trial preparation and writing the final submission, which is a 900 page document we filed with the Office of the Co-Investigating Judges in August outlining the crimes for which we would like the Charged Persons to be indicted. This required factual based drafting and collating primary evidence – such as translations of prisoner interrogations, government documents and witness statements.

While the trial in case 002 has yet to be started, there are still written appeals to the Pre-Trial chamber and small hearings dealing with pre-trial issues of detention of the Charged Persons, disputes over evidence being placed on the case file and disagreements between the Office of the Co-Investigating Judges (OCIJ), Defence and Office of the Co-Prosecutors (OCP) over procedural issues concerning the internal rules of the Court. I also researched and drafted appeals to the Pre Trial Chamber and responses to defence motions on these issues.

The atmosphere in the tribunal was fantastic – it was really relaxed and friendly. The ECCC community was fairly small and we spent a lot of time together – the Court is an hour by bus from Phnom Penh, so the entire Court is picked up in 8 different buses and bussed out there and back each day, so everyone got to know each other fairly well. In terms of the Office of the Co-Prosecutors, the team is not very big – on the international side there are six legal staff, and ten legal interns. There are also two analysts, a case manager and some support staff. This is mirrored on the Cambodian side. The structure of the prosecution was extremely non-hierarchical and I worked for every lawyer. The Prosecutors are very collaborative and have an open door policy, and always time for a chat and a coffee – we were not treated like unpaid interns but like valuable members of staff. We also responded to that treatment by working extremely hard, late nights and on weekends. I particularly enjoyed the international flavour, and the chance to use my French professionally. Through the Prosecutors other opportunities presented themselves – such as being asked to coach the Cambodian national Jessup Moot team, an experience that proved to be one of the most rewarding aspects of my entire six months in Cambodia.

United Nations Assistance to the Khmer Rouge Tribunal

Challenges

An enormous amount of effort and commitment has gone into making the Court function, given that it faces arguably more challenges than the other International Criminal Tribunals. For one, there are three working languages – English, French and Khmer – and official documents must be translated into all three, which takes a long time. Second, the court is severely underfunded, the least of the International Criminal Tribunals. As a result there are not enough staff to meet the vast workload, and so interns are given a lot of responsibility. Third, the old age of the Charged Persons in case 002 and their worrying state of health means that there is a fear they will die before the trial is finished. These factors, combined with the sheer scale of case 002 – four Charged Persons, crimes stretching over nearly a four-year period and covering the whole of Cambodia – mean that progress is inevitably going to be slow. This means the Court has been a target for criticism, with some critics arguing that the money would be better spent on humanitarian aid to Cambodia.

Career History

I have always been interested in international law and criminal law. I pursued this interest through my work experience and subject choices at uni. I went on exchange to Sciences-Po in Paris in order to improve my French, as I knew that I eventually wanted to try and work for the UN, and French is the other official UN language. I also relished the opportunity to study international relations, something I didn't do in my arts degree. Upon returning to law school I competed in the Jessup Moot, and then focused on public international law in my electives. I undertook criminology and interned at the DPP through the External Placement Program.

Having worked as a paralegal and summer clerk in a corporate law firm, I wanted to try work at a community legal centre, so I worked briefly in my final year at the Wirringa Baiya Aboriginal Women's Legal Centre. I also edited the Australian International Law Journal and my Jessup team was lucky enough to have our memorial published. I do think these experiences helped me to be selected for the internship – or at least gave me some reference points for examples for my interview. Speaking French was certainly a bonus – my interview was half in French, although there were many interns in the OCP that only spoke English.

United Nations Assistance to the Khmer Rouge Tribunal

The Future

I wish I knew! I think I'll have to read this careers guide myself! I know that I will focus on public interest law...whether that will be domestic or international I really have no idea. Insofar as domestic law is concerned, I have realised that I value jobs that aren't purely 'desk jobs', so something with lots of client contact or court work – for example working at the DPP would be great. In terms of public international law a long-term goal might be to work for the International Law Commission, the ICJ or even somewhere in the Australian Public Service.

Finally, I think that the Aus-Aid sponsored AYAD and VIDA programs offer some wonderful opportunities for paid work in overseas NGOs and UN agencies, and when I get itchy feet again that would be an avenue I would certainly explore. Interwoven with all of these ideas is the fact that I know I would like to do a masters at some point – not only for the experience but also because this is a prerequisite for most international law jobs in large international organisations. The question I keep asking myself is when, where and how am I going to work all of this out! As my mother keeps telling me, the journey is often more fun than the end point, so I imagine I will keep exploring and trying different things. At least they are all vaguely related....

Advice

Do an internship. It shows that you are interested in this work and that you are prepared to make a significant financial and time commitment towards that goal. All the younger staff members at the ECCC began as interns either there or elsewhere. It is slightly different for the more experienced staff, who have been 'in the system' for a bit longer, but the industry is becoming more and more competitive and doing an internship is looked upon very favourably. In order to do this, don't rule out applying to a defence team - often it is easier to find internships in defence because it is less popular and the management of the teams is fairly informal.

Also, the work in defence is really varied and interesting, and you get a lot of responsibility. There are many tribunals you can apply to - think about the ECCC, ICTR, ICTY, SCSL, ICC, Special Tribunal for Lebanon, or the Court of Bosnia and Herzegovina.

Having said that, don't be a perpetual intern. Gain some experience in domestic criminal law, either as a defence lawyer or for the DPP. The importance of this has been emphasised to me by several of my senior colleagues, because the lawyers that progress the furthest in international criminal law are those that have a foundation in domestic criminal law and solid advocacy experience. GOOD LUCK!

Projects Abroad

Sue Soueid, Intern

Overview of the Projects Abroad Human Rights Office

The Projects Abroad Human Rights Office (PAHRO) in Cape Town, South Africa, facilitates volunteers from a variety of nationalities and backgrounds to research human rights law and to drive human rights monitoring. The office organises an intensive internship programme that attracts people from all over the world and from any academic background to build the interns' capacity in awareness campaigning, monitoring and networking. The interns are then offered the unique opportunity to get involved in different activities for raising awareness of human rights for at-risk groups such as women, children, prisoners, refugees/ asylum seekers, destitute and homeless people, etc.

Reasons for participating in the program

I joined PAHRO at the end of my third year for a month over the summer break (January –February) just after finishing my Bachelor of Arts (Government and International Relations). I chose this particular internship because I have an interest in human rights and wanted to do something different while I travelled.

Day to day role

Activities range from general research into areas of interest to hands-on work with clients. The programme is extremely flexible; on my first day I met with the Office director, Theodore Kamwimbi, to discuss my interests and role in the organisation. Volunteers are encouraged to be really proactive and independent and generally start and run their own programs. Some of the projects I worked on included: teaching a few seminars on work rights and AIDS prevention at the St Anne's women shelter, teaching and playing games at the Bonnytoun juvenile centre for boys, interviewing refugees and organising fundraisers for the Youngsfield refugee camp, attending meetings

with other NGOs in Cape Town and working on cases referred from the South African Human Rights Commission. Volunteers are encouraged to sit in on the interviews conducted every day with refugees, and (if they choose) are given the opportunity to fill out UN referral forms for those that have to be resettled due to extreme circumstances (usually violence). More generally, the work of the Office will give you a hands-on education in the political history of the continent. Theo will provide a broad overview of the history of the conflicts in the region but the interviews with the refugees will provide a graphic, often brutally honest account of the reality of civil war and genocide. Many of the refugees I met had fled the conflicts in Rwanda, the Democratic Republic of the Congo, Sudan and Zimbabwe.

Volunteers range from fresh-out-of-high-school teenagers (although they make up the minority of PAHRO volunteers and generally work on teaching and child care projects), to university students and lawyers from all over the world.

For law students who prefer an intensive, highly structured experience, the haphazard, spontaneous nature of the program may be frustrating. PAHRO is extremely under-resourced, but if you have a bit of initiative you can learn a lot and make a great contribution to the community. This program is about having fun and being creative as much as it is about learning. Cape Town is a beautiful, vibrant city that provides a great cultural and social experience and is mostly safe as long as you don't wander around the downtown districts after dark or take a solo trip to the townships. All the volunteers become very close and trips are planned for most weekends; I spent my first weekend in Stellenbosch (a vineyard) and another taking a tour up the South African coast. You can also go on safari. I recommend making friends with the local drivers recommended by Projects Abroad for reasons that will become self-evident when it's rapidly becoming dark and you're hopelessly lost in the middle of the deserted city.

Projects Abroad



Career objectives and future prospects

This program will give you direct, practical experience in human rights and if you're looking for a future in international/human rights law, this is a great start; immediately upon my return I managed to obtain a highly competitive internship in an international law research institution. However, the skills you obtain translate across all types of work. I plan to apply for clerkships this year and use this experience to address the generic buzz words firms use to describe their ideal clerks: working at PAHRO requires initiative, creativity, team-work and strong interpersonal and communication skills.



International Organisations

There are also international variants of the work you encounter domestically. The aims and activities of international social justice organisations can differ dramatically depending on the type of work and their locations. For example, contrast the work of the International Refugee Rights Initiative with that of Reprieve. The former works in the field, typically a war-torn country in Africa, helping individuals in immediate danger, while the latter operates in first world countries to protect the rights of those whom the criminal legal system has failed to do justice.

If you're one to think strategically, it is worth noting that while the better-known organisations have higher capacity and perhaps more clout, it is at the smaller international organizations that your work will be most significant to the organisation.



International Criminal Court (ICC)

Address:

Maanweg, 174
2516 AB, The Hague
The Netherlands

Tel: + 31 (0)70 515 8515

Fax: +31 (0)70 515 8555

Website: www.icc-cpi.int

About the ICC

The International Criminal Court is the first permanent, treaty-based international criminal court. It was established to bring to justice the perpetrators of the most serious crimes of concern to the international community. Its governing instrument, the Rome Statute, lists four areas over which the ICC has jurisdiction: genocide, crimes against humanity, war crimes and the crime of aggression.

Working at the ICC

The working languages of the Court are English and French. You need to have good communication and drafting skills in one of these, and working knowledge of the other is desirable. Fluency in the Court's other official languages, Arabic, Chinese, Russian and Spanish, is an asset. Some positions may stipulate specific additional language requirements.

Preference is given to nationals of a State Party or signatory to the ICC Statute, but nationals from non-State Parties will be considered. For a list of State Parties, [click here](#). Positions are also filled with reference to gender balance and representation of the principal legal systems of the world and geographic regions.

Internships and Visiting Professionals Programme

The Court aims to promote understanding of the Court and to contribute to the growth of practitioners and scholars familiar with its work. Participants gain an understanding of the Court's objectives and its challenges, as well as a detailed insight into a particular area of the Court's activities.

Candidates should evidence motivation and an interest in working in a multicultural environment. Furthermore, the Court seeks applicants with very good academic qualifications and a commitment to achieving the aims of the Programme.

Internship Placements

In its interns, the Court looks for motivated young professionals with good academic qualifications. Interns assist Court staff areas commensurate with their educational background and field of interest. The work is generally comparable to upper service or junior professional levels.

Internships are available for 3-6 month periods. Applicants must meet both general eligibility requirements for interns and specific additional requirements pertaining to the organ of the Court being applied to.

International Criminal Court (ICC)

Candidates must have a degree (or be in the final stages of their study) at a recognised university. They should have a very good record of academic performance. Applications to legal positions are welcome from graduates specialising in one or more of these disciplines: national and international criminal law, public international law, international humanitarian law, human rights law, comparative law and criminology, legal expertise. Graduates of other disciplines may be considered for non-legal positions. Practical experience is not an essential prerequisite, but relevant experience will be considered an asset.

Other general eligibility criteria:

- Applicants for internships should not be older than 35 years at the time of commencing the placement.
- Adaptability to a multicultural and multilingual working environment encompassing the principal legal traditions of the world
- Ability to work effectively in a team as well as independently
- A good standard of computer literacy (especially Microsoft Office applications)
- General characteristics: discretion, reliability, intellectual rigour, precision, perseverance, honest, creativity, cooperative spirit and integrity

Visiting Professionals Placements

These placements are granted to applicants with extensive academic and/or professional expertise in the relevant area of the Court's work. The visiting professional will be assigned a range of tasks comparable to mid-professional or senior levels. They will work with senior and junior professional officers, and in some cases conduct their own projects in cooperation with the Court.

The Court welcomes visiting professionals for 1-6 months. Applicants must meet both general eligibility requirements for interns and specific additional requirements pertaining to the organ of the Court being applied to. Please see [General eligibility requirements for Visiting Professionals](#) for more information.

Application Process

Each court organ participating in the internship programme will form a selection committee or panel. It will oversee the selection of candidates in light of the aims and objectives of the programme and in respect of eligibility, competency, integrity, geography and gender representation.

International Service for Human Rights

Address:

Rue de Varembe 1
P.O. Box 16
CH-1211 Geneva 20
Switzerland

Tel: (+41 22) 733 51 23

Fax: (+41 22) 733 08 26

Website: www.ishr.ch

About the ISHR

The ISHR is a non-government organisation based in Geneva with a branch office in New York. It works at national, regional and international levels. Its focus is to promote the United Nations and regional human rights systems to protect individuals' human rights.

ISHR core values:

- Excellence – experts in their field who provide relevant, high-quality products and services to human rights defenders
- Commitment – passionate about human rights, together forming a dedicated team of professionals working to achieve a common vision and mission in which they believe
- Integrity – carry out their mandate in an independent and impartial way
- Inclusiveness – responsive to the needs of human rights defenders irrespective of the rights they defend
- Equality – believe in the principle of the universality of human rights. As such, ISHR members are respectful of others, treating all with dignity and without discrimination

The ISHR also seeks to protect human right defenders around the world. It supports the mandate and work of the UN Special Rapporteur on human rights defenders, fosters the development of specific regional protection mechanisms, and helps to bridge the gap between UN organs or mechanisms and regional human rights systems. Part of its strategy involves strengthening sustainable networks of human rights activists. The ISHR facilitates the organisation of consultations of government, non-government and stakeholder consultations at all levels of government, raises awareness about specific issues relating to human rights defenders, and provides technical assistance to implement national protection strategies and the UN Declaration on Human Rights Defenders. What potential careers are available to those within the law school with an interest in criminology?

Working at the ISHR

Please [check online](#) for information about job vacancies at the ISHR.

Internships

In its internship positions, the ISHR seeks to give human rights activists exposure to the international human rights system.

International Service for Human Rights

Much government and non-governmental activity in this field happens in Geneva, hence the internship provides an opportunity to be amongst the primary actors.

Interns will:

- Acquire valuable experience of working in a human rights NGO
- Gain extensive exposure to the UN human rights system and its mechanisms
- Develop their skills and knowledge through a professional development and training programme

The ISHR offers a variety of internships, whether full- or part-time, running for 3-6 months. Internships are available with:

- The communications team
- The UN monitoring team
- The training team
- The finance team
- The fundraising team
- The regional and national team

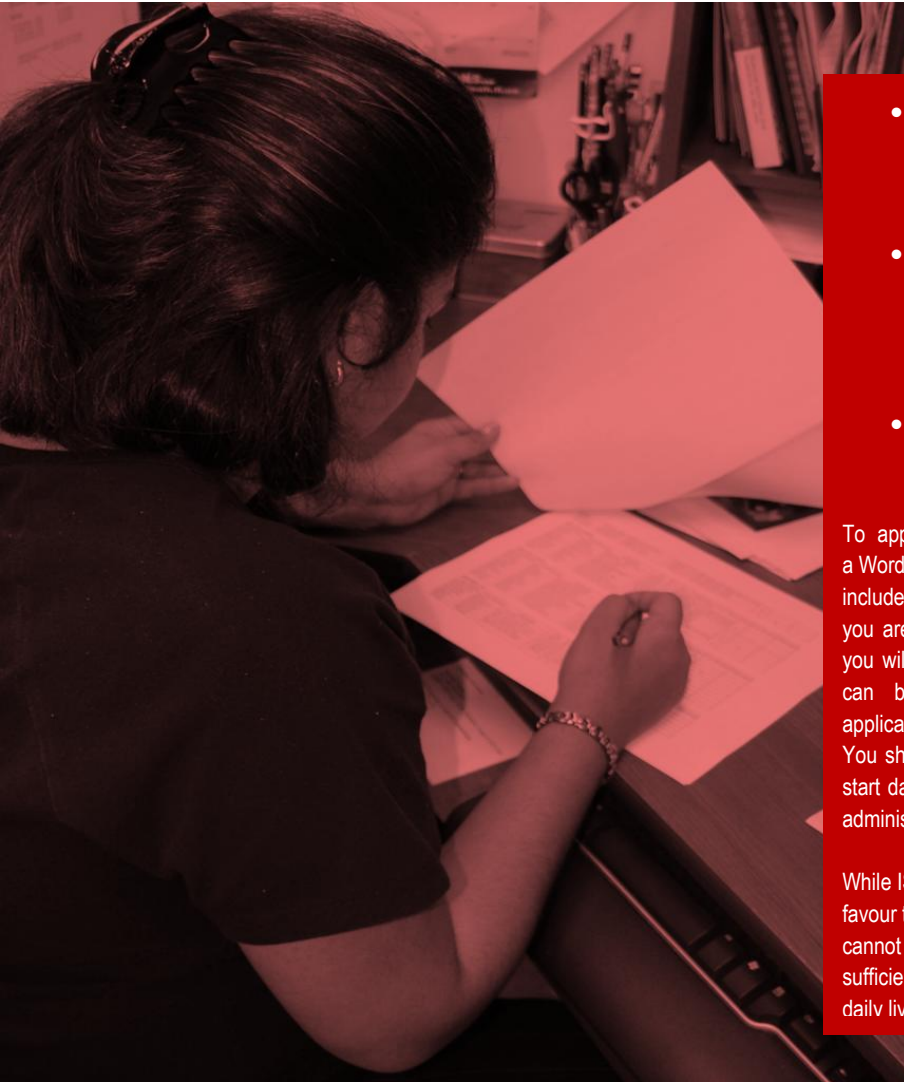
Each team has specific roles and selection criteria, so please [check online](#) for recent vacancies and application details.

Note that you will need to secure a work visa in order to complete the internship. This is more difficult for the ISHR to obtain for you if you are a non-EU citizen and have already completed an internship in Geneva or the internship is not integral to your studies. Successful applicants must also be able to provide a bank statement and a letter from a guarantor to demonstrate that you can cover expenses of 2,500CHF per month.

Interns will be granted a range of training opportunities in addition to supervision and support during their stay in Geneva. The specific tasks undertaken with the training programme will depend on which UN sessions are being held during the internship, as well as the needs of the interns. The typical training programme may include:

- Intern meetings, at which interns from all programmes have an opportunity to discuss and debate as a group, activities in which they have been involved and developments within the UN human rights bodies
- Staff meetings which may include presentations from ISHR staff members on current activities and their own experiences
- Presentations at ISHR by members of the UN treaty monitoring bodies, Special Rapporteurs, experienced activists, NGO activists and visiting academics present in Geneva in association with events on the UN human rights calendar
- Opportunities to attend external events such as conferences and evening lectures to enhance interns' professional interaction with other Geneva-based NGOs, UN institutions and professionals
- Opportunities to participate in Geneva based training courses that may be running at the time of the internship
- Practical sessions and guidance in monitoring and writing reports for various UN mechanisms, using ISHR and OHCHR websites, familiarisation sessions on the UN Human Rights system and train-the-trainer sessions on training human rights defenders and using interactive methodology

International Service for Human Rights



- Practical career workshops on working in the human rights field such as developing CV writing skills, applying for jobs, preparing for interviews, individual feedback on mock interviews, panel discussions on careers with ISHR staff
- Individual supervision and mentoring. To enhance the sustainability of the internship and to help ensure the interns' skills are developed appropriately, they will each be required to fill in a self-evaluation form which draws on the knowledge and skills acquired during the internship
- Social activities such as ski and sauna days, dinners/drinks out, visits to areas of cultural interest with a dynamic and friendly crowd

To apply, submit an [Application Form](#) (download either as a Word or PDF document) and curriculum vitae. Your CV must include two references as well as indicate which programme you are interested in. If your initial application is successful, you will be sent a recruitment task to complete. Applications can be sent to internship@ishr.ch. The ISHR takes applications all year round, unless stated otherwise online. You should apply at least three months before your intended start date to account for the selection process and necessary administration (e.g. obtaining a work permit).

While ISHR offers internships for 3-6 months, the process will favour those who can commit to the longer period. The ISHR cannot support interns financially, hence interns must find sufficient funding for their travel to Geneva, health insurance, daily living and lodging costs.

Lawyers Without Borders

Address:
750 Main Street
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USA

Tel: (860) 541 - 2288
Fax: (860) 525-0287
Website: www.lawyerswithoutborders.org

About LWOB

Lawyers Without Borders was formed in 2000 and draws lawyers from around the world to support the rule of law, economic development, peace building and sustainability in the legal sector. Members contribute to LWOB on a pro bono basis, but do not represent individuals in legal actions.

The organisation operates in the United Kingdom, United States of America, Canada, Australia, New Zealand, Israel, Palestinian Territories and throughout Africa. Its headquarters are in USA.

Working at LWOB

Volunteering

Volunteers can assist in the following ways:

- Research: Legal issues, Indicator Impact Frameworks, Roadmaps, Constitutional and transitional legal issues, Human Rights, Information analysis and report writing, Country Research
- Write: Reports, Newsletters, Concept Papers, Lawyer Guides, Roadmaps
- Represent LWOB at events and Conferences [Always self funding]: Human Rights Conferences, United Nations Conferences/Sessions, Educational Programs, Training Programs, pro bono conferences
- Assess, Observe, Evaluate: Be part of an Assessment or Evaluation Team, Participate in a trial observations, Effect a Rapid Response Intervention, Conduct a post-training evaluation, lead an LWOB In-Country Missions in region to assist with program development, launch, implementation and follow up Neutral Observations: Trials, Conflicts, Tribunal Proceedings
- Train: Join LWOB Trial and Mediation Training Teams assisting lawyers and judges with in large-scale NITA™ style ("Learning By Doing Method") Training Programs
- Operations: There are a variety of roles you can play in assisting with administration of LWOB: Managing programs, overseeing volunteers or student divisions, fundraising, development, grant writing etc. As a rule "volunteers" in-house at LWOB are expected to work at our headquarters at least 2-3 days per week

Lawyers Without Borders

Internships

LWOB offers unpaid internships to law and undergraduate students on a tri-semester basis (in line with Winter/Spring, Summer and Autumn in the Northern Hemisphere). Summer internships are a full time 3-8 week commitment, while internships over the winter are two days per week. Applications are currently open for the LWOB's Autumn 2010 and Spring 2011 intake.

LWOB generally requires applications at least three months before the start of the internship period. LWOB receives over 50 applications annually and typically engages 7-10 interns per semester and 10 or more in summer. Preference is given to applicants for the summer internship who can contribute 10 or more weeks.

Selection criteria:

- Speak and write fluent English,
- Have a commitment and drive to make a difference in the pro bono legal or human rights sectors
- Work well in a team environment.
- During school term, commit to a minimum two full days per week and a minimum of 6 weeks in summer
- Be prepared to work on tasks that range from mundane administrative tasks to challenging research.*
* Note that LWOB does not guarantee law students that there will be opportunities to do legal research during the internship, although the organisation will make an effort to provide at least one meaningful legal research task if the opportunity arises.

Students without a connection to Hartford, USA, are cautioned against applying for internships at LWOB's headquarters because of the difficulty of arranging housing and transport in the region. However LWOB also has opportunities for interns with law firms in metropolitan areas such as London, Nairobi and Monrovia.

Applicants must submit a detailed curriculum vitae and a cover letter to internships@lwob.org. The cover letter should include your proposed start and finish dates, work schedule, and for summer internship applicants whether you are interested in interning for the entire summer period. You should also expressly recognise that:

- The commitment is for a minimum of 6-10 *continuous uninterrupted weeks*
- The internship is unpaid and there will be no compensation for any associated costs incurred
- A major part of your internship may be performing administrative tasks associated with LWOB rule of law programming

Paid Positions

Please see [LWOB's online job database](#) for an updated job board and application details.

American Bar Association

Address:

740 15th Street, N.W.
Washington, DC 20005-1019

Tel: +1 202 662 1000

Website: www.abanet.org

About the ABA

The American Bar Association is the US equivalent of the NSW and Australian Bar Associations. In the same way that the Law Council of Australia and NSW Law Society supports social justice initiatives, the ABA also runs programmes that promote social justice locally and globally.

Working for the ABA

The ABA offers volunteer positions to serve the global community. Typically, the Association relies on the pro bono work of judges, lawyers, academics and legal experts to promote the rule of law.

The ABA Rule of Law Initiative seeks only volunteer professionals with over five years relevant experience and substantial legal expertise. Given its global perspective, the Initiative favours applicants with international experience and foreign language skills. If placed overseas, a professional will work with other professionals, government and non-government organisations in the host country. Their role is to help those institutions develop law

reform policies as well as to provide technical assistance in the delivery of the legal development projects.

Volunteers are provided with support packages depending on the duration of their service. For example, those volunteering in-country (that is, in a target country outside the USA) for over 90 days will have their travel, accommodation and living expenses covered, as well as training and medical care.

To see a list of available Pro Bono Legal Specialist opportunities, and to apply, please visit the [Current Opportunities](#) page. For more information about opportunities offered by the Rule of Law Initiative please send an email to rol@staff.abanet.org.

ABA Rule of Law Initiative

This initiative involves over 400 staff and volunteers in more than 40 countries. The program offers a range of opportunities for diverse academic backgrounds. Successful applicants will join a dynamic team of program staff, who are dedicated to promoting the rule of law in Africa, Asia, Europe and Eurasia, Latin America and the Caribbean, and the Middle East and North Africa.

American Bar Association

Those candidates with relevant language skills, experience living abroad, and familiarity with United States Government funding requirements are particularly encouraged to apply. Please [check online](#) for current staff and consultant positions.

The ABA Rule of Law Initiative's International Pro Bono Legal Specialist Program also seeks experienced judges, lawyers and law professors to lend their expertise to its reform programs for both short- and long-term assignments outside the United States. The program provides legal expertise and technical assistance to emerging democracies as they restructure their legal systems. Specialists live in a host country for a given period of time in order to work with local professionals, government and non-government organisations to define legal reform priorities and aid in the implementation of technical assistance projects.

The initiative also offers internship opportunities for both undergraduates and graduates. Of key interest to Australian applicants is the Washington, D.C. Internship Program. Applications for this program are taken on a rolling basis throughout the year. Responsibilities will vary depending on the section's immediate needs. Duties may include assisting the department with the management of international programs, monitoring the political and economic developments in a region, researching areas of interest, aiding with correspondence, working with program and in-country staff on day-to-day support tasks, and performing administrative duties requested by the relevant office staff.

International Volunteer Internship Program

The ABA Rule of Law Initiative is potentially seeking unpaid legal interns for its offices in various countries, across the Asia, Africa, MENA, LAC, and Europe and Eurasia regions. Legal interns will work on various projects as outlined in the terms of reference for each office.

Responsibilities will include:

- Assisting in the development, planning and implementation of country specific programming;
- Researching and drafting reports, briefings and other related documentation;
- Assisting with the preparation and implementation of training workshops, seminars or other legal education activities; and
- Performing administrative duties requested by the relevant office staff.

American Bar Association

Intern perspectives

"The experience of working at ABA ROLI allowed me to learn about the importance of, and ways to, facilitate the rule of law around the world, by working with hardworking staff dedicated to working not merely for, but with, individuals around the world by promoting efforts to facilitate the rule of law throughout sub-Saharan Africa. I felt as though not only my assistance, but my ideas and input, were appreciated and utilized by the staff."

Nicole Hauspurg, Undergraduate Intern (Fall & Spring 2008), Africa Division

"Being affiliated with the ABA ROLI is a great way to start one's legal career. As a law student, I had the unique opportunity to interact with lawyers and judges from several countries, as well as participate in the ABA Annual Meeting alongside attorneys from around the world. I also gained a valuable understanding of what it means to work as a lawyer in the international development and non-profit sectors."

Melody Cheung, Law Student Intern (Summer 2009), Asia Division

"My internship with ABA gave me practical experience in development work beyond what most internships offer. I got to work on substantive projects, and staff took time to answer any questions I had and to teach me how to do things like write a good report, understand the budgeting process, and write a proposal. I can definitely say that this internship is what got me my current job."

Ellen Davis, Undergraduate Intern (Spring 2009), Europe & Eurasia Division

"I personally appreciate the fact that the internship places me directly in the field, learning how something abstract, like 'access to justice,' becomes a concrete project with measurable objectives and results. Also, ABA ROLI is a one-of-a-kind organization in Ukraine. I am aware of no other organization which fosters such a broad-reaching advocacy for legal efficacy as does ABA ROLI."

Chris Russell, Field Intern (Spring 2010), Ukraine

Please [check online](#) for current internship opportunities in the United States and elsewhere.

Lawyers Without Borders

Address:

National Office (Melbourne)
71 Argyle Street (PO Box 350)
Fitzroy Victoria 3065, Australia

Tel: +61 3 9279 1788

Fax: +61 3 9419 4280

Tollfree: (within Australia) 1800 331 292

Website: www.lawyersbeyondborders.com

About

Lawyers Beyond Borders is a new program that was founded by Australian Volunteers International (AVI) in Australia with a view to promoting more peaceful, just and sustainable world. It operates on the principles that all people should have access to the resources they need, the right to make decisions about the kind of development they want and the opportunity to achieve their potential and participate in the future of their own communities.

AVI specialises in running a range of development projects around the world. AVI believes international volunteering is one of the most effective forms of development assistance available. It empowers people to develop their own communities, access resources and achieve their full potential.

Working for LBB

Volunteer

Both members and non-members of Lawyers Beyond Borders can apply for volunteer positions through AVI, however it's important to note that there's a large demand for international legal volunteer assignments throughout the Australian legal community.

With the introduction and support of Lawyers Beyond Borders, AVI aims to work with its overseas partners to identify new assignments, allowing Australia's legal professionals more opportunities to work with communities on locally identified projects.

Memberships

Students can also become involved by purchasing an annual membership for \$20. This entitles a student member to a bimonthly newsletter, invitations to seminars and other events within the state, access to professional development and international programs, and opportunities to participate in global e-volunteering.

Reprieve

Address:

Registered Head Office (UK)
2-6 Cannon Street
London EC4M 6YH

Tel: 020 7353 4640

Fax: 020 7353 4641

Website: www.reprieve.org.uk

The focus of Reprieve is to protect the rights of prisoners, specifically by promoting the rule of law and the right to a fair trial. Their activities include investigation, litigation, education and legal support for prisoners who cannot afford representation. Reprieve's priority rests with those accused of the most serious crimes, and typically in holding the world's most powerful governments to the highest human rights standards.

The organisation's primary base is the United Kingdom, however Reprieve also gives fellowships in the United States and has volunteers placed around the world.

Working for Reprieve

In its recruitment policy, Reprieve seeks to employ passionate people with the motivation to work hard for the benefit of their clients. A strong candidate will have demonstrated skill and commitment.

The application process starts with the submission of a letter of application and a curriculum vitae, each with a maximum length of three pages.

Both documents should seek to address the specifications provided in the job description.

To subscribe to receive email updates about employment opportunities, send an email to info@reprieve.org.uk with 'Add to prospective employees' in the message subject line.

Volunteering in the USA

Volunteers in the USA either help to represent death row defendants or work on research and litigation to advance reform of the justice system. Reprieve places volunteers with non-profit organisations to assist their staff and attorneys. These offices are predominantly in the southern states. Volunteers are placed for a minimum of three months. As the work is on a voluntary basis, there is no stipend provided for travel, accommodation or living expenses.

If you're interested in applying to volunteer in the USA, please [click here](#) for more information and [click here](#) for an application

Reprieve

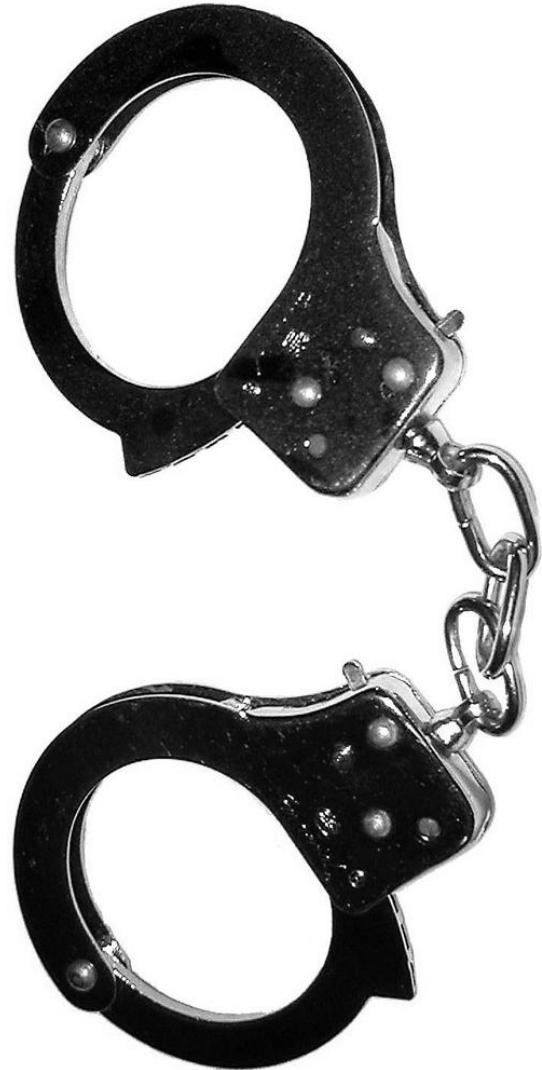
Volunteer in the UK

London volunteers work *inter alia* on case file management, investigation, administrative tasks, press and website development. Positions are restricted to applicants that can come into the office once a week for 6 months or three days per week for 3 months. Reprieve may require short-term volunteers from time to time, so it may be worth applying even if you cannot meet the minimum period. An application form should be completed and sent to info@reprieve.org.uk. The office keeps all applications on a database of interested volunteers, and will inform applicants if a suitable position becomes available.

The London office also runs a summer internship program during which volunteers are asked to commit four days per week for 3 months. Applications open annually in March. Check www.reprieve.org.uk for details on the application process at that time.

The organisation takes applications for off-site volunteers based on their needs and the applicant's skills. To add your details to Reprieve's Skills Bank, send an email to info@reprieve.org.uk with 'Skills bank' in the message title, with a short summary of what skills you feel you could offer and your availability. Useful skills might include graphic design, legal expertise, financial skills, design or photography.

For example, as at September 2010, Reprieve UK is seeking Thai, Lithuanian or Russian speakers to help on death penalty cases on an ad hoc basis. Email Caroline Morten at caroline@reprieve.org.uk to apply for those positions. Reprieve is also recruiting a volunteer for the Resource Development team. [See online](#) for more information.



United Nations High Commissioner for Refugees

Address:

Case Postale 2500
CH-1211 Genève 2 Dépôt
Switzerland

Tel: +41 22 739 8111
Website: www.unhcr.org

The UNHCR is a global organisation that leads and coordinates international action to protect refugees and other displaced persons. It achieves this through a variety of functions: fundraising, advocacy, capacity building, emergency response operations, devising sustainable solutions, monitoring and evaluation, and implementing its Global Needs Assessment. It concerns itself primarily with asylum and migration but also seeks to ensure environmental sustainability.

In the short term, UNCHR works with partner organisations in remote camps, border areas and capital cities to deal with refugee flows and the issues that frequently surround human migration on that scale: shelter, food, water, medical care, protection from sexual assault, and the specific needs of women, children, and the disabled and elderly. The legal protection of stateless or displaced persons is central to the work of the UNHCR, such that its role is to ensure that the rights of these people are protected in their country of asylum or residence and that refugees are not returned involuntarily to a country where they could face persecution. Furthermore, it works to support refugees as they return voluntarily to their homes, settle in their country of asylum or resettle in a third country.

Working for the UNHCR

Positions may be in the UNHCR headquarters in Geneva, or in the field. Roles range from protection to program or logistics. UNCHR staff are expected to be mobile and work in different locations during their career. Internal candidates are given first priority for selected posts, but this does not prevent motivated candidates from joining the organisation.

See the organisation's [International Professional Roster](#) for entry-level international professional positions. Such positions entail an application procedure as well as examination. Current vacancies can be found on the UNHCR website's [Vacancies and How to Apply](#) link.

Junior Professional Officer

The Junior Professional Officer (JPO) program is designed for young university graduates or young professionals and lasts for 2-4 years. Its purpose is to expose these individuals to the UNHCR's work, either in the field or in its Geneva headquarters. The program introduces participants to international humanitarian work and helps place them on their international career track.

United Nations High Commissioner for Refugees

Approximately 120 officers go through the program each year by virtue of sponsorship from their national governments. Some governments also provide sponsorship for JPOs from other countries under a Developing Country Scheme. The duration of the JPO assignment varies according to the sponsor government (in this case, Australia).

JPOs work in protection, humanitarian assistance in emergency and special programs, technical support services, or donor and external relations. The UNHCR looks for candidates aged 25-32, however the age limit may be waived in certain circumstances depending on the donor country. The UNHCR is looking for expertise in law, public administration and social sciences. Applicants must have a bachelor's or master's degree in a relevant field and 2-4 years of relevant work experience. Candidates are also expected to have excellent knowledge of English and/or French, with fluency in other UN languages being an advantage.

Minimum requirements candidates must meet to be considered for the JPO program:

- Degree equivalent to a Bachelor's Degree or a Master's Degree in a field equivalent and/or relevant to the functions requested in the job description.
- At least two to four years of relevant work experience.
- Proficiency in English (spoken and written). Knowledge of a second language of the United Nations a strong asset.
- Computer literacy in standard software applications.
- Keen and demonstrated interest in the United Nations and humanitarian issues, in particular, and ability to live and/or serve in hardship locations.
- Ability to establish and maintain good working relations with people of different national and cultural backgrounds.

Application Process

Governments are requested to earmark the JPO posts they can sponsor. A sponsor government then initiates its own recruitment search and pre-selection process. It then submits its nominations to the UNHCR for screening and evaluation. The UNHCR will organise interviews if appropriate. The domestic portion of the recruitment process may vary between sponsor countries.

Once a JPO candidate is selected for a particular vacancy, the sponsor government is informed and the candidate is recruited subject to the sponsor's provision of the necessary funding. JPOs are normally appointed at the P-2 level, but some governments limit their appointments to the P-1 level, at least in the first year. This grade, together with the location of the assignment and the JPO's marital status, will determine the estimated cost of supporting the selected individual. The number of places available to nationals of a sponsor country will therefore be determined by reference to the sponsor's total contribution and the aggregate cost of recruiting the individuals. For this reason some countries (like Australia) recruit on an ad-hoc basis.

New JPO recruits attend a 3-4 day induction course at the UNHCR headquarters before moving to their respective duty stations. Other workshops, seminars and relevant training is made available to JPOs throughout their assignment.

Please note that there should be no expectation of ongoing employment with the UNHCR after the expiry of the JPO contract. However current and former JPOs who have served in the last 5 years are eligible to register with the International Professional Roster, which is used to fill job vacancies.

United Nations High Commissioner for Refugees

International Professional Roster

The International Professional Roster is designed to aid the UNHCR in filling entry-level international positions with motivated, qualified candidates. Roster candidates must be prepared to serve in field locations, particularly in difficult and/or non-family duty stations. International professional staff members are generally expected to rotate to different posts regularly.

The UNHCR looks for candidates who demonstrate qualities of integrity, professionalism, and respect for diversity. Entry-level positions are primarily in the organisation's key functional areas such as international protection; programme; administration; information technology; external relations and field security.

Recruitment is based on the following:

- Professional experience and educational background;
- Commitment;
- Flexibility;
- Analytical and creative thinking ability;
- Team leadership; and
- Communication skills.

Application Process

The procedures for application and acceptance onto the roster include an exam, interviews, background and reference checks, language test and functional clearance. An invitation to sit the exam is based on a candidate's application.

Internships

The different departments of the UNHCR in the Geneva and Budapest offices offer internships to young people throughout the year. Some family duty field offices also take on interns. The duration of internships normally lasts between 2-6 months. Internships are offered depending on the availability of meaningful assignments and the needs and capacity of units/offices to receive and supervise interns. There is no deadline for sending in an application form. The kind of work interns are offered depends on UNHCR requirements as well as the qualifications and interests of the applicant. Most interns work on a project that is mutually beneficial to the intern and the UNHCR, in fields such as refugee protection (legal), international relations, administration and public affairs.

Application Process

Applications must be submitted through the [online applications](#) link. Since not all offices have access to the central database, it is recommended that, in addition to the online application, requests for internships be also submitted by separate mail with a covering letter to the field/branch office concerned.

Applicants' details will be stored for six months. Managers consult the database when searching for candidates with specific academic profiles. If your application interests one of our departments, the relevant manager will contact you directly. The Division of Human Resources Management does not coordinate this process. If an applicant is not be contacted within six months of submitting his/her application, they may register again and the previous registration will be cancelled.

United Nations High Commissioner for Refugees

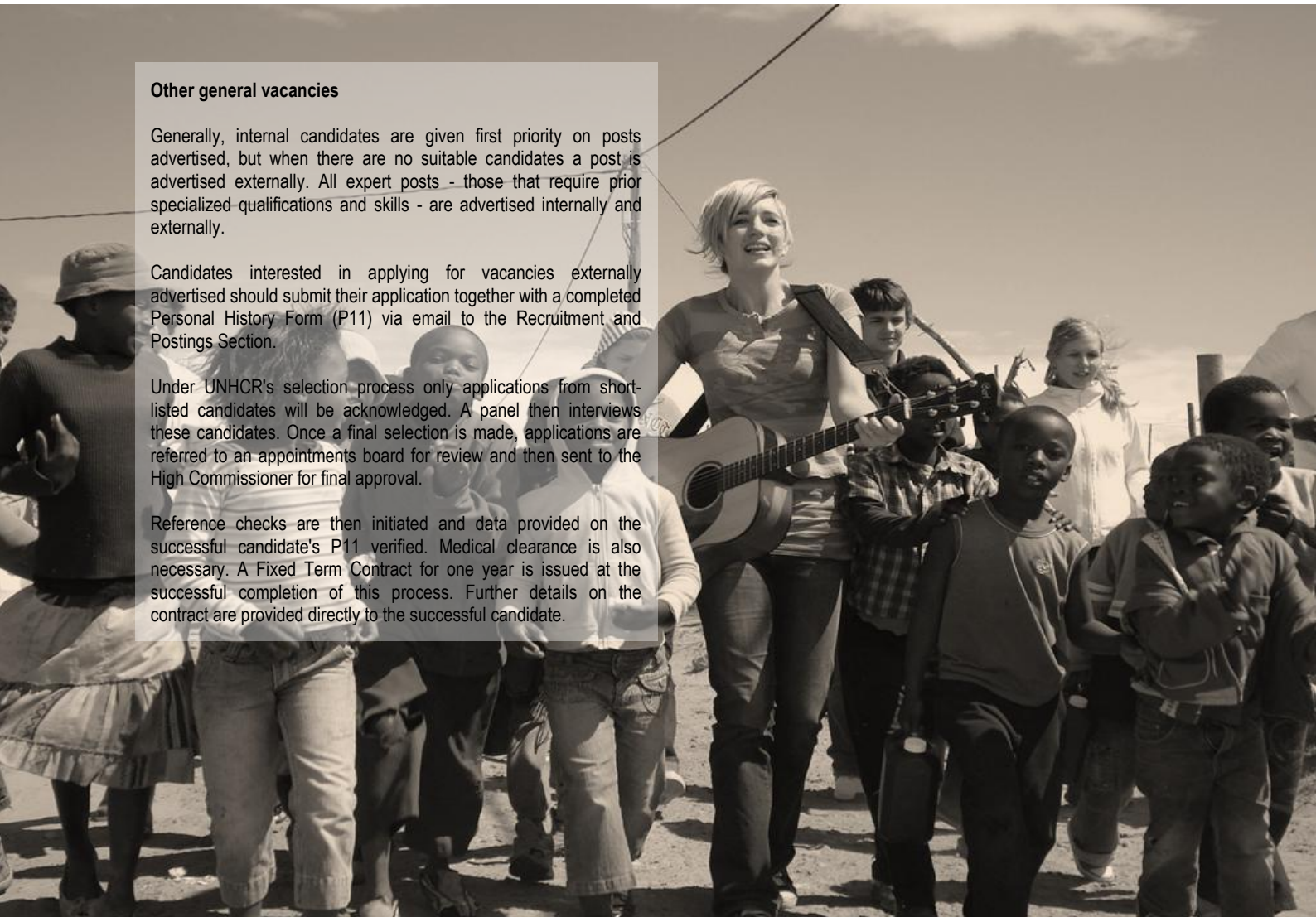
Other general vacancies

Generally, internal candidates are given first priority on posts advertised, but when there are no suitable candidates a post is advertised externally. All expert posts - those that require prior specialized qualifications and skills - are advertised internally and externally.

Candidates interested in applying for vacancies externally advertised should submit their application together with a completed Personal History Form (P11) via email to the Recruitment and Postings Section.

Under UNHCR's selection process only applications from short-listed candidates will be acknowledged. A panel then interviews these candidates. Once a final selection is made, applications are referred to an appointments board for review and then sent to the High Commissioner for final approval.

Reference checks are then initiated and data provided on the successful candidate's P11 verified. Medical clearance is also necessary. A Fixed Term Contract for one year is issued at the successful completion of this process. Further details on the contract are provided directly to the successful candidate.



United Nations Assistance to the Khmer Rouge Trial

Address:

PO Box 4678 (GCS)
United Nations
New York, NY, 10018
USA

Tel: + 855 023 219 814 (Cambodia)
Fax: +855 023 219 841 (Cambodia)
Website: www.unakrt-online.org

UNAKRT provides technical assistance to the Extraordinary Chambers in the Courts of Cambodia (ECCC). The ECCC is a domestic court supported with international staff, established in accordance with Cambodian law. The Extraordinary Chambers in the Courts of Cambodia (ECCC) are part of the Cambodian court system. The Court applies Cambodian law, supplemented with international law. The ECCC has its own website (see below) which provides detailed information on the history of the court and updates of all recent ECCC activities, official statements and press releases.

Under the terms of Agreement between the United Nations and the Royal Government of Cambodia, the Extraordinary Chambers will bring to trial senior leaders of Democratic Kampuchea and those who were most responsible for the crimes and serious violations of Cambodian penal law, international humanitarian law and custom, and international conventions recognized by Cambodia, that were committed during the period from 17 April 1975 to 6 January 1979.

The subject-matter jurisdiction of the Extraordinary Chambers shall be the crime of genocide as defined in the 1948

Convention on the Prevention and Punishment of the Crime of Genocide, crimes against humanity as defined in the 1998 Rome Statute of the International Criminal Court and grave breaches of the 1949 Geneva Conventions and such other crimes as defined in Chapter II of the Law on the Establishment of the Extraordinary Chambers as promulgated on 10 August 2001.

Internships with UNAKRT

The UNAKRT Internship Programme offers recent university graduates and postgraduate students an opportunity to work in the unique environment of this hybrid tribunal in Cambodia. Interns will have the opportunity to enhance their practical experience and their theoretical knowledge within one of the following offices of UNAKRT:

- The Offices of the International Judges of the Pre-trial Chamber, the Trial Chamber or the Supreme Court Chamber;
- The Office of the International Co-Prosecutor;
- The Office of the International Co-Investigating Judge;

United Nations Assistance to the Khmer Rouge Trial

- The Defence Support Section;
- The Court Management Section;
- The Public Affairs Section;
- The Victims Unit; and

The Office of the Deputy Director of Administration/ Coordinator of UNAKRT.

The following table shows the upcoming standard internships. Internships are offered for a minimum period of 3 months with the possibility of extension up to a maximum of 6 months. The UNAKRT Internship Committee will only review and consider the applications after the deadlines indicated below. Please note that only short-listed candidates will be contacted and interviewed (via phone interview) for the internships.

Deadline for Applications	Internship Duration
31 November 2010	1 April 2011 - 30 June 2011
28 February 2011	1 July 2011 - 30 September 2011

Details of the [internship program](#) and the [application form](#) can be downloaded from the UNAKRT website, or by emailing the Internship Coordinator via the online link.

Employment with UNAKRT

UNAKRT does not accept direct employment applications. All submissions must be made using the official UN application process. To apply for positions in UNAKRT or other UN organizations please visit the [United Nations Employment](#) site. However the UNAKRT website will also advertise the positions available.

To learn more about the experience of working at the ECCC, see Annelise Young's personal profile on page 89. For more information on the ECCC, please visit www.eccc.gov.kh.

Human Rights Watch

Address:
350 Fifth Avenue, 34th Floor
New York, NY 10118-3299
USA

Tel: +1 212 290 4700
Website: www.hrw.org

About HRW

Human Rights Watch monitors and highlights human rights abuses around the world. It investigates such violations and advocates change. By bringing the world's attention to human rights abuses and pushing governments to disavow countries with human rights poor records, Human Rights Watch makes it more difficult for the oppressors to escape accountability for their actions.

It supports victims and activists to prevent discrimination, to uphold political freedom, to protect people from inhumane conduct in wartime, and to bring offenders to justice. HRW investigates and exposes human rights violations and hold abusers accountable. It challenges governments and those who hold power to end abusive practices and respect international human rights law. In furtherance of these activities, the organisation enlists the public and the international community to support the cause of human rights for all.

The fields in which Human Rights Watch operates are as broad as its geographic spread. Depending on the location, it deals with:

- Arms
- Business
- Children's Rights
- Counterterrorism
- Disability Rights
- Economic, Social and Cultural Rights
- Health
- International justice
- Lesbian, gay, bisexual and transgender rights
- Migrants
- Press freedom
- Refugees
- Terrorism
- Torture
- United Nations
- Women's rights

Human Rights Watch

Working at HRW

Human Rights Watch prides itself on having dedicated and diverse staff who are committed to the protection and preservation of international human rights. Its members are experts in their field from around the world. More information on HRW's employment principles and standard employee benefits is available online.

Please note that employees are expected to have the required work authorization in their country of assignment, and HRW may offer sponsorship for work authorization and/or cover certain relocation and/or visa costs for certain positions (see position descriptions for more information). However HRW employees are responsible for obtaining personal tax advice and paying all applicable taxes deriving from their employment with HRW.

Positions cover a range of roles: human rights researchers, field investigators, and advocates, administrative support, managers and directors for regional and thematic divisions, senior management, communications, fundraising and operations. Recent graduates typically fill administrative positions. Research staff come to professional positions with at least several years of experience, including varied experience and skills in international human rights investigation, reporting, and activism. For professional positions, HRW typically seeks related graduate-level coursework, NGO or non-profit work or internship experience, field experience, research and communications skills, international exposure, relevant language fluency, good judgment, and organisational and interpersonal skills.

Application Process

Check online for [current vacancies](#), or sign up for [email alerts](#) about positions as they become available. Full-time staff vacancies are advertised for at least 30 days. It is better to apply directly for an advertised position rather than to send an unsolicited resume, in particular because each opening has specific recruitment criteria. A call for applications will typically require a cover letter, curriculum vitae, professional and/or academic references, salary requirements, and an unedited writing sample. Some positions may also require you to provide academic transcripts.

Once you have submitted an application, you will receive a letter from HRW acknowledging receipt of your resume within a couple of weeks of its delivery. Only candidates chosen for interviews will be contacted after that point. A staff search committee will review applications and a small number of applicants will be selected for a preliminary phone interview. Of that pool, a smaller number will be chosen for an in-person panel interview. HRW also conducts applicant testing and reference checks prior to making job offers.

Regarding positions in the United States, non-US citizens are encouraged to apply for professional positions. HRW works with an immigration expert to assist professionals to obtain the necessary US work authorisation and assumes the cost of this support. HRW can also assist with relocation costs. In contrast, it usually cannot obtain visas for administrative support positions.

Human Rights Watch

Fellowships in International Human Rights

Fellowships are available in the field of International Human Rights for recent graduates of a variety of related disciplines. HRW is currently taking applications for 2011-2012 fellowships, which will commence in September 2011. The application deadline is 8 October 2010. These fellowships are salaried positions complete with employee benefits.

Each fellowship is a one-year full-time placement with HRW in New York, Washington, D.C. or London. During that time, the fellow will monitor the human rights situation in particular countries, draft reports on developments in those countries, and advocate for the amelioration of human rights standards. In the past, fellows have conducted research and advocacy on specific issues in particular countries, such as civil and political rights in Cuba, criminal defamation laws in Indonesia, or corporal punishment in the United States.

The Alan R. and Barbara D. Finberg Fellowship is available to students of any university. The fellowship is directed primarily to Master's students of law, journalism, international relations or other relevant studies. However HRW will consider graduates with a Bachelor of Laws or an advanced degree in any of the relevant fields

To qualify, applicants must have:

- Exceptional analytic skills
- An ability to write and speak clearly
- A commitment to work in the human rights field in the future
- Proficiency in one language in addition to English is strongly desired
- Familiarity with countries or regions where serious human rights violations occur is also valued.
- Depending on the fellowship for which they wish to apply, prospective fellows must be recent graduates of law, journalism, international relations, or other relevant studies, or must provide evidence of significant, comparable, relevant work experience.

For this year's intake, applicants must be available for interviews in New York from early November to mid-December 2010. Inquiries may be directed to fellowship@hrw.org. Please see the HRW [Frequently Asked Questions](#) page for more information.

Human Rights Watch

Volunteer/Internship Opportunities

HRW offers academic internships at both the undergraduate and graduate level in its regional and thematic divisions, as well as its organisational support departments. Internships are unpaid, except for certain funded graduate internships that are associated with specific universities. Also note that work-study funds are often available depending on the location of placement.

Undergraduate internships are primarily administrative and clerical in nature, but other projects can be assigned as they arise and match the student's interests and abilities, including research, drafting documents, translating, and helping researchers prepare for missions.

Graduate-level interns monitor human rights developments in various countries, draft reports on human rights conditions, and engage in advocacy efforts aimed at curtailing human rights violations.

Students are often able to arrange academic credit, as HRW internships often offer direct exposure to the workings of an international human rights organisation, close supervision by the HRW staff, interaction with other US and international organisations and foreign and domestic government officials, and opportunities to attend lectures, trainings, and special events relating to human rights. Students should check with their individual academic institutions for requirements.

Applicants should possess the following qualities:

- Well-organised
- Self-motivated
- Reliable
- A strong interest in international human rights
- Relevant coursework is highly desirable, and knowledge of foreign languages is a plus
- Computer skills (i.e., Microsoft Office, Internet applications)

Application Process

Interested individuals can apply by sending a letter of interest, resume, names or letters of reference, and a brief, unedited writing sample to the advertised email address on the position description, with the name of the internship you are applying for in the subject line. Only complete applications will be reviewed. Applications should be sent directly to the division you are interested in working with.

Please see HRW's [Volunteer/Internship Opportunities page](#) to access its extensive list of available internships. Most of the available positions are the United States (New York, Los Angeles, Washington DC, San Francisco), but there are also openings in other cities around the world (London, Brussels, Johannesburg). The location and nature of the internship will differ, as will the required academic qualifications. Summer internships are highly competitive, so you should apply well in advance.

Liberty (National Council for Civil Liberties, England and Wales)

Address:
21 Tabard Street
London SE1 4LA

Tel: +44 (0)207 403 3888 or +44 (0)203 145 0460
Website: www.liberty-human-rights.org.uk

Liberty has historically pushed for fundamental rights and freedoms in England and Wales. Today, its mission is to protect civil liberties and promote human rights for everyone. It promotes the values of individual human dignity, equal treatment and fairness as the foundations of a democratic society. Liberty achieves this through public campaigning, test case litigation, parliamentary lobbying, policy analysis and the provision of free advice and information.

Working for Liberty

Given the advent of the *Human Rights Act 1998* in the United Kingdom, and the country's earlier accession to the European Convention of Human Rights, human rights violations are arguably more open to being litigated in the courts of English and Wales than you will find in most Australian jurisdictions. Hence working with Liberty is a rare opportunity to see human rights being regularly grappled with in a common law system.

Liberty offers both paid and volunteer positions, depending on the applicant's level of skill. If you're looking for a foothold, apply to be a volunteer in either an administrative or legal capacity. Note that to give legal advice and information, you must have completed your law degree.

Paid positions are available for those further down the track. For example, Liberty is currently calling for a Policy Officer, whose role includes developing the organisation's policy work and conducting research relating to their focus areas. As Liberty operates as lobbyist, litigator and campaigner, roles in its policy department undoubtedly require good communication skills, knowledge of policy areas and an understanding of the legislative process.

Volunteers

Liberty relies on the support of motivated and enthusiastic volunteers who are interested in the issues that Liberty tackles and are keen to gain valuable experience working for an organisation with its reputation and impact. All volunteer roles are unpaid.

There are two main types of volunteering role available:

- Administrative support – helping with the day-to-day work of the organisation's operations, membership, campaigns and/or media teams.
- Advice and Information – anyone legally qualified can help Liberty respond to written queries from the public about their rights.

Liberty (National Council for Civil Liberties, England and Wales)

All volunteering roles are based in London. Volunteers are expected to commit to at least one day per week for a minimum of three months. Liberty will cover travel costs to and from the office (within London travel zones 1-6) and a daily lunch allowance up to a maximum of £5. Volunteers from outside London are welcomed, but Liberty cannot help with travel arrangements, work permits or accommodation.

Volunteer vacancies will be advertised online with a full job description and details of how to apply. Liberty only accepts applications for specific vacancies, so do not send speculative work enquiries or unsolicited resumes. There is competition for places. This means that the application process involves completion of an application form, providing references and attending a short interview.

To find out more about volunteering opportunities at Liberty, call on +44 20 7403 3888 or email your inquiry to using the standard inquiry form [available online](#).



International Refugee Rights Initiative

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Fax: +1 866 504 0743

Website: www.refugee-rights.org

Kampala

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IRRI was founded in 2004 for the specific purpose of addressing human rights in conflict and displacement in Africa. It seeks to enhance the protection of vulnerable populations, particularly displaced people, before, during and after conflict. IRRI's advocacy is grounded in the rights accorded to individuals in regional and international human rights instruments; it strives to make these guarantees effective at the local level.

IRRI aims to contribute to the improvement and creation of models of law and practice which best guarantee human rights in conflict and displacement. The organisation engages in legal and field-based research in order to better understand how policy impacts on conflict-affected communities. It then presents its findings to policy-makers in national, regional and international debates.

IRRI strives to amplify the voices of conflict affected communities, and to that effect works with networks of advocates across the African continent to identify the key challenges facing vulnerable communities and collaborates with those advocates to advance appropriate changes in law, policy and practice, as well as advocate for regional action where

necessary. It has offices in both USA and Uganda, which allows it to act as a bridge between these local advocates and the international community, enabling local knowledge to infuse international developments and helping local advocates integrate the implications of regional and international policy in their work at home.

IRRI's current projects include:

- Darfur: Forging an African Civil Society Response to the Crisis in Darfur
- Citizenship: New Approaches to Citizenship and Belonging in Africa; Citizenship and forced migration in the Great Lakes region; Citizenship Rights in Africa Initiative
- International Justice: Using International Justice to Prevent and Find Solutions to Conflict and Displacement in Africa
- Refugee Law and Policy: Enhancing the Architecture of Protection for the Forcibly Displaced in Africa – through research, monitoring and leveraging legal developments, and strengthening networking and emergency response.

International Refugee Rights Initiative

Internships

Throughout the academic year IRRI offers undergraduate and graduate students the opportunity to work in either the Kampala or New York office.

The organisation tries to match internships with the student's interests and abilities. Responsibilities may include assisting with administrative tasks, conducting research, writing newsletter articles and translation. Internships are unpaid, but academic credit may be sought through your university. Upon the satisfactory completion of the internship IRRI will provide an evaluation if required for obtaining university credit and/or letters of reference for prospective employers.

All applicants should be well organised, self-motivated and reliable, with a strong interest in international human rights and refugee issues. Relevant coursework is highly desirable, and knowledge of a foreign language (Arabic or French, for instance) is a plus. Computer skills and the ability to conduct internet research are required.

IRRI has two intakes annually, coinciding with northern hemisphere fall and summer seasons. Apply by sending a cover letter describing your skills and interests and a resume to info@refugee-rights.org. Please note that IRRI is unable to assist with travel expenses and/or finding accommodation.



**A Note on
Human
Resources
For Job-Seekers**

A Note on Human Resources for Job-Seekers

General good practice in respect of applying to commercial firms applies equally to organisations with a social justice focus. In this regard, students should consult the SALS Careers Guide 2010 (available online at www.sals.org.au/careers) for a comprehensive run-down on writing a curriculum vitae and cover letter and attending interviews.

A common concern that warrants attention is that of students who are worried that engaging in social justice initiatives may limit their suitability to employment in a commercial context later on.

Engaging in social justice initiatives provides an ideal opportunity for students to build important skills while simultaneously contributing to society. The limited resources of a number of social justice organisations means students often have vital roles to play. Students may be granted greater autonomy and vested with responsibility unparalleled by opportunities available for students in commercial firms.

While the substantive content of knowledge gained on the job may be of limited application to a broader range of careers, students should remain aware that working in social justice organisations – like working anywhere – can develop important core competencies such as communication, organisational ability and fundamental professionalism that transfer well to other contexts.

End.

Acknowledgement of Sponsorship

The Sydney University Law Society would like to thank our generous sponsors Maurice Blackburn. Without their support and encouragement production of 'Publicly Interested – A Social Justice Manual' would not have been possible.

A Word from Maurice Blackburn

Maurice Blackburn is a firm full of lawyers who are concerned about social justice issues and who want to make a difference in their work. We are a plaintiff firm, representing people injured at work or on the roads, but we also run large class actions in cases involving corporate wrongdoing.

The lion's share of our cases are done on a 'no win no fee' basis, which allows a large number of people who would normally be unable to afford a lawyer to get access to legal representation. These people are not from the big end of town. They are often going through tough times in their lives. To work here, you have to share a commitment to fighting for the rights of ordinary people.

The Social Justice Practice is a practice within the firm that sit comfortably alongside our everyday work. It is a logical extension of the firm's values and gives expression to our passion for fighting for a fairer, more just society. It is a focused practice: we run strategic litigation that is designed to have an impact beyond the individual. We contribute our litigation skills towards attacking structural injustice and fearlessly campaign for a fairer society. This regularly involves giving a voice to the more marginalised sections of society, something we take pride in doing well. To do this, we work closely with community organisations to develop and run cases, often in partnership with broader social and political campaigns.

This work is something that all staff members in the firm have the opportunity to be involved in. We do not have any pro bono quotas to fill; we do this work because we think it is important.

The Social Justice Practice has a number of significant cases on foot. Currently, our lawyers are working on the Muckaty Station case, representing the Aboriginal Traditional Owners in their fight to stop the construction of Australia's first nuclear waste dump on their land. We also represent Dr Mohammed Haneef, who was wrongly charged with terrorism related offences. We have also acted on behalf of a number of asylum seekers. We select these cases because they test legal points but also create debate in the courtroom of public opinion.

It is wonderful to be part of a workplace where you feel that you share values with your colleagues, where you are 'fellow travellers.' It gives meaning to your work and we all share collectively in our achievements. We are proud of our commitment to social justice and the passion that our lawyers have for these issues.

In addition to our prominent Social Justice practice we act for people in relation to Personal Injuries, Medical Negligence, Public Liability, Dust Diseases, Employment and Industrial Relations.

Publications Director's Notes

The publications team this year revamped the Careers Guide and Social Justice Manual to make them both aesthetically pleasing. Our aim was to create coffee-table publications that our readers could enjoy flipping through at any time of the day.

We continued to utilise the trademark square document that defined 2010's careers publications and also incorporated a minimalist style to this Social Justice Manual with repetitive uses of strong colours.

Special thanks must be given to Jacques McElhone and Matthew Balzarolo for their immense effort in assisting with putting together this publication. It was a pleasure working with Clementine Rendle and Surya Gopalan.

Olivia Teh, SULS Publications Director 2010

