

SENIOR EMPLOYMENT LAWYER SOUGHT AT JUSTITIA LAWYERS

[Justitia](#) is seeking a senior legal practitioner to join the practice at the level of Senior Associate.

Part-time applicants welcome.

About the firm

Justitia is an established, female-led, boutique workplace relations law firm based in Melbourne and advising clients nationally. We support our clients to create and sustain exceptional workplaces by providing legal and consultation services that are practical, innovative and fit-for-purpose. As demand for our services is growing, we are looking for a new colleague to join our team of friendly and talented practitioners.

Justitia has won multiple awards from bodies such as the Law Institute of Victoria (Law Firm of the Year) and AHRI (Sir Ken Robinson Award for Workforce Flexibility). We are recognised both in the legal industry and more broadly for our unique work culture and excellent client service. We are champions of true workplace flexibility and collaborative cultures. We genuinely believe that legal practitioners should not have to choose between having a successful career and a fulfilling, healthy personal life.

About you

You should have **5+** years of post-admission experience and be available to work a minimum equivalent of three days per week. We are flexible about work practices and we need you to be the same – sometimes we will need you to work a little more than your regular hours/days, but you'll always get time off in lieu for the work that you do.

At Justitia, you will be advising employer clients in a wide range of industries as well as supervising and reviewing the work of your junior colleagues.

Skills and experience in the following areas would be valued:

- the broad gamut of workplace law;
- award compliance advice;
- enterprise agreement-making processes and disputation procedures;
- litigation and alternative dispute resolution, including advocacy;
- training or presenting on workplace law and people management topics;
- familiarity with advising in the public sector;
- conducting investigations and workplace reviews; and
- familiarity with the options for resolving conflict.

You do not need to have all of the above skillsets, but you must have:

- an ability to work in a manner consistent with Justitia's highly collaborative and collegiate workplace approach, including the servicing of all clients and matters on a shared basis;
- an interest and capacity to be client-focussed and contribute to the firm's efforts in this area;
- strengths in promoting early intervention strategies for avoiding workplace conflict, including through delivering training, conducting investigations and developing other strategies for working with HR beyond the confines of ordinary legal practice;
- a focus on practical and cost-effective solutions; and
- an enthusiasm, if not a demonstrated track record, for business development.

Applicants should be prepared to provide referees who can speak to their commitment to teamwork and building strong client relationships, in addition to the qualities outlined above.

For more information or to apply, please contact the Partner, Melissa Scadden on 03 8621 4500 or Melissa.Scadden@justitia.com.au.