



<b>Job Title:</b>	<b>Lawyer</b>	<b>Position No:</b>	<b>TBC</b>
<b>Group:</b>	Land & Law	<b>Service Area:</b>	Legal
<b>Classification Level:</b>	Legal L1E - L2B		
<b>Reports to:</b>	TBC	<b>Direct Reports:</b>	Nil
<b>Location:</b>	Darwin	<b>Date Approved:</b>	February 2024

## POSITION OVERVIEW

Lawyers employed by the Northern Land Council (NLC) provide legal advice and representation to the NLC and its constituents in relation to the acquisition, use and management of lands and waters under the Aboriginal Land Rights (Northern Territory) Act 1976 (Cth) (ALRA), Native Title Act 1993 (Cth) (NTA), and other relevant Commonwealth and Northern Territory legislation.

NLC lawyers work on an array of matters, including litigation, arbitration, negotiation and advice work. The majority of decisions made by our client or constituent groups are made according to traditional decision-making practices and involve group consultations in remote areas or regional towns. Providing full and clear advice in these diverse contexts is an essential, and rewarding, aspect of our practice.

There are five general legal practice areas at the NLC:

1. Regional Development (land use agreement-making on ALRA Land, and other land access matters)
2. Native Title claims, future act negotiations and litigation
3. Land Claims under ALRA to secure freehold land tenure over traditional country
4. Resources and Energy Projects
5. Specialised areas including national park joint management and community development.

While each lawyer is assigned to a particular practice area, lawyers regularly have opportunities to work across different areas.

## KEY RESPONSIBILITIES & ACCOUNTABILITIES

- Work as a member of multi-disciplinary teams to ensure the effective performance of the NLC's statutory functions under ALRA, NTA, and other relevant legislation.
- Advise and represent the NLC or its constituents in relation to:
  - litigation, including native title determination and compensation applications in the Federal Court, and arbitration in the National Native Title Tribunal;
  - land claims before the Aboriginal Land Commissioner;
  - negotiation, drafting and implementation of agreements under ALRA or the NTA for various purposes, including tourism, pastoralism, infrastructure, mineral exploration and mining, petroleum exploration and production, renewable energy and other major projects;
  - dispute resolution; and
  - protection of sacred sites.
- Strategically manage legal projects, including by preparing and complying with project budgets, engaging external counsel and advisers, and facilitating consultations in remote locations.
- Advise and assist the NLC in the performance of its statutory functions, with a particular focus on drafting, reviewing and negotiating commercial agreements and correspondence.
- Provide legal advice to the NLC, prescribed bodies corporate, and other Aboriginal associations and corporations in relation to compliance, corporate governance, contractual relationships and trusts.
- Prepare discussion papers on legal aspects of policy proposals and proposed legislative amendments.



- Comply with NLC policy and procedures at both an organisational and operational level, ensuring that appropriate standards and operational protocols are maintained at all times.
- Perform any other reasonable tasks and duties that are required, that are within the scope of your position classification, service area and skill set as required.
- Adhere to the NLC Code of Conduct and work in a manner which is professional, respectful, and collaborative to foster sound working relationships within your immediate team and the broader organisation.
- Actively participate in performance enhancement processes and learning and development requirements of your role.
- Ensure your personal health and safety and that of others by undertaking your duties and tasks in a safe manner and complying.
- Report all hazards and incidents to your direct supervisor immediately and complete all incident reporting requirements within the timeframes specified.

*Our Land, Our Sea, Our Life*



## POSITION REQUIREMENTS

### ESSENTIAL REQUIREMENTS

- Admission to legal practice in a Supreme Court of a State or Territory of Australia and at least 2 years post-admission experience in legal practice or equivalent legal experience or knowledge.
- Experience and proficiency in legal drafting.
- Strong interpersonal skills, and the ability to develop and maintain effective professional relationships with colleagues and clients.
- Sound time management and organisational skills, including a demonstrated capacity to perform under pressure, effectively manage a busy workload, and consistently meet deadlines.
- Demonstrated capacity to progress complex matters and operate under broad direction with a high level of day-to-day autonomy, where required.
- Demonstrated understanding of, and interest in, the lived experiences of Aboriginal people in the NLC region.
- Demonstrated high level cross-cultural, interpersonal and verbal communication skills with an ability to effectively liaise, engage and coordinate across an organisation and to build productive working relationships with work colleagues, constituents and external stakeholders.
- Current C Class Drivers Licence and the ability and willingness to undertake remote travel in a manual 4WD vehicle or light aircraft.

### DESIRABLE REQUIREMENTS

- Knowledge and understanding of the relevant legislation affecting Aboriginal land and sea management including the Aboriginal Land Rights (Northern Territory) Act 1976 (Cth.) and the Native Title Act 1993 (Cth.)
- Experience in any of native title, resources and energy, litigation, corporate and commercial or environment and planning law.