Position Title:	**Legal Graduate**	**Position No:**	**L97**
Group:	Land and Law	**Service Area:**	Legal Services
Reports to:	Legal Practice Manager	**Direct Reports:**	Nil
Classification Level	Legal 1 – L1		
Location:	Darwin	**Date Approved:**	October 2026
Special Measures:	*Yes -Priority Consideration Aboriginal and/or Torres Strait Islander Applicants*		

POSITION OVERVIEW

The Legal Graduate is a developmental position forming part of the Northern Land Council (NLC) Legal Graduate Program. The two-year program provides structured workplace learning, mentoring, supervised legal practice and Practical Legal Training (PLT) to support graduates toward admission as Australian legal practitioners.

The role contributes to the delivery of legal services while building knowledge, skills, and professional capability in areas including the Aboriginal Land Rights (Northern Territory) Act 1976 (Cth), Native Title Act 1993 (Cth), land claims, resources and energy projects, community planning and development, governance and related areas of law.

Following successful completion of PLT and admission requirements, participants will undertake structured rotations across NLC's legal practice areas to develop a broad understanding of the NLC's statutory functions and responsibilities.

This position provides a unique opportunity to work with Aboriginal people, Traditional Owners, communities and organisations across the NLC region while developing a career in public interest law.

KEY RESPONSIBILITIES & ACCOUNTABILITIES

- Successfully complete Practical Legal Training (PLT) and work toward admission as an Australian legal practitioner.
- Participate in all components of the Legal Graduate Program, including legal practice rotations, mentoring, cultural learning activities and professional development initiatives.
- Conduct legal research and analyse legislation, case law, policy and regulatory frameworks relevant to the Northern Land Council's functions.
- Assist in the preparation of legal advice, legal opinions, briefing materials and recommendations under appropriate supervision.
- Draft, review and assist in preparing legal correspondence, agreements, submissions, memoranda, reports and other legal documentation.
- Support legal practitioners in matters relating to Aboriginal Land Rights, Native Title, land claims, resources and energy projects, governance, community planning and development, and related areas of law.
- Assist with the preparation and management of files, briefs, evidence, records and case management documentation.
- Attend and participate in meetings, consultations, mediations, negotiations, hearings, court proceedings and other legal processes appropriate to the employee's stage of development and supervision requirements.
- Develop productive working relationships with Traditional Owners, Aboriginal corporations, Aboriginal communities, government agencies, project proponents and other stakeholders.
- Contribute to community engagement and consultation activities undertaken by the Legal Services team.

- Build knowledge of the Aboriginal Land Rights (Northern Territory) Act 1976 (Cth), Native Title Act 1993 (Cth) and other legislative frameworks relevant to the Northern Land Council's operations.
- Develop an understanding of Aboriginal cultures, governance structures, decision-making processes and culturally appropriate engagement practices.
- Maintain accurate legal, administrative and case management records in accordance with professional obligations and organisational requirements.
- Actively seek, receive and apply feedback to support ongoing professional growth and capability development.
- Demonstrate professional integrity, sound judgement and ethical legal practice at all times.
- Progressively assume greater responsibility as skills, knowledge and professional competence develop.
- Follow all NLC policies and procedures to make sure work is carried out to the right standards.
- Take on other reasonable tasks within your role, classification, service area, and skills when needed.
- Follow the NLC Code of Conduct, working in a professional, respectful, and collaborative way with your team and the wider organisation.
- Take part in performance reviews and any learning and development needed for your role.
- Look after your own health and safety and make sure your work does not put others at risk.
- Report any hazards or incidents to your supervisor straight away and complete any required reports on time.

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POSITION REQUIREMENTS

ESSENTIAL REQUIREMENTS

- Bachelor of Laws (LLB) or Juris Doctor (JD) qualification from a recognised Australian university.
- Eligibility to undertake Practical Legal Training
- Eligibility for admission as an Australian legal practitioner.
- Demonstrated interest in Aboriginal Land Rights, Native Title or public interest legal practice.
- Well-developed legal research, analytical and problem-solving skills.
- Strong written and verbal communication skills.
- Strong interpersonal skills and the ability to build and maintain productive working relationships.
- Demonstrated ability to learn quickly, accept feedback and apply new knowledge.
- Good organisational and time management skills with the ability to meet deadlines.
- Demonstrated commitment to working respectfully with Aboriginal people and communities.
- Demonstrated cultural awareness and willingness to further develop cultural capability.
- Current Northern Territory Driver Licence or ability to obtain one.
- Willingness and ability to undertake travel, including travel to remote communities using 4WD vehicles or light aircraft

ADDITIONAL CONDITION OF EMPLOYMENT

Successful completion of Practical Legal Training and progression toward admission are mandatory requirements of participation in the Legal Graduate Program. Continued employment within the program is subject to satisfactory progress, participation in development activities and adherence to professional conduct requirements.