Job advertisement reference
QLD/705733

Role type
Permanent Full Time

Classification
PO3

Salary
$107,697 to $117,297 a year full time hours

Location
Southport

Contact
Kristie Doyle, Snr Principal Lawyer
(07) 5671 7717

Closing date
Wednesday 11th November 2026

Direct reports
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Our organisation

Legal Aid Queensland's vision is to be a leader in a fair justice system where people are able to understand and protect their legal rights. Our purpose is to provide quality, cost effective legal services to financially disadvantaged people throughout Queensland.

Our values

- Social Justice
- Respect
- Quality
- Cost effectiveness
- Accountability

The division

Legal Aid Queensland has 13 regional offices across Queensland giving legal help and advice to financially disadvantaged people.

Our regional office staff play an important role in delivering high-quality legal services to rural and regional communities including at local courts, outreach locations and from our offices.

Criminal Advice Lawyer/ Lawyer

Southport / Regional Services

As a lawyer, you will prepare cases and advocate on behalf of clients and provide advice about criminal law and quasi criminal law matters. This role offers the chance for you to expand on your experience by undertaking interesting and varied casework in a wide range of criminal law and related matters. The role provides you the opportunity to contribute to improvements to the legal aid and criminal justice systems

Key responsibilities:

- Represent clients in criminal law matters including preparing matters and instructing counsel in all jurisdictions, and personally appearing for legally aided clients at bail applications, pleas, summary trials and committal hearings in the Magistrates and Children's Courts.
- Provide duty lawyer services in the Magistrates and Children's courts, including for clients in custody, and appear on higher court call-overs and mentions.
- Provide legal information and advice to clients and members of the public.
- Deliver outcomes through self-management and with supervision and guidance from senior legal practitioners as required.
- Support Legal Aid Queensland's contributions to policy, procedure, law reform and legal service delivery initiatives.
- Help initiate and maintain networks with relevant internal and external stakeholders.
- Contribute to team planning and suggest improvements to work practices.

To apply for this role, submit your application online via Smartjobs. Please provide:

- ✓ a cover letter (maximum 2 pages) addressing how you meet the Success criteria (Knowledge, skills and experience), in line with the "Key responsibilities".
- ✓ your resume/CV.

Other responsibilities

- Ensure all work complies with quality and case management standards and best practice guidelines and meet all other professional and corporate responsibilities.
- Model the values of respect, quality and accountability.
- Maintain a high standard of practice through governance and risk management.
- Foster an inclusive workplace where inclusion, diversity and wellbeing are promoted and prioritised.

Success criteria

Knowledge, skills and experience

- You have knowledge and experience in preparation, representation and advocacy in criminal law and related matters.
- You have knowledge of the practice and procedure criminal law and can provide legal information and advice in this area.
- You have knowledge of the practice and procedure of the relevant areas of law and ethical standards.
- You communicate in a clear, concise and articulate manner and engage effectively with stakeholders including clients with complex needs using the principles of trauma informed practice.

Other competencies

Legal Aid Queensland applies the Leadership competencies for Queensland. We recognise that leadership is a part of every role regardless of classification level or management responsibilities. This role is mapped to the "Individual Contributor" profile. The competencies most relevant to this role are:

- **Results-** You build and sustain positive relationships.
- **Results-** You are accountable for providing quality services and pursue continuous improvement in your work and outcomes.
- **Accountability-** You are responsive to guidance and performance feedback and seek opportunities for development.
- **Vision-** You demonstrate integrity in decision making and use judgement to escalate issues when required.

Mandatory requirements or special conditions

You must be:

- admitted or eligible for immediate admission as a legal practitioner in Queensland; and
- eligible for a current practicing certificate and entry in the High Court Register of Practitioners.

A current "C" class Driver's Licence is highly desirable.

This is Regulated employment which includes providing services to people under 18 years of age. Confirmation of employment is conditional upon the preferred applicant being issued with a valid Queensland Working with Children Clearance (Blue Card) which will be linked to Legal Aid Queensland prior to their commencing in the role. Please refer to the Blue Card Services website for further information.

More information

- **There is currently one permanent full time Criminal Advice Lawyer role available.**
- **This process will be used to fill temporary and permanent positions that may become available as a Criminal Lawyer and Criminal Advice Lawyer in the next 12 months.**
- You will be assessed against the Success criteria (Knowledge, skills and experience) and also the Leadership competencies for Queensland.
- Applications will remain current for up to 12 months and may be considered for other vacancies (identical or similar) including with an alternative employment basis (permanent, temporary, full-time or part time).
- Legal Aid Queensland embraces diversity and encourages applications from people with disability. We are committed to making reasonable adjustments to provide a positive, barrier-free recruitment process and supportive workplace. Please contact careers@legalaid.qld.gov.au for support to ensure an equitable, barrier-free application process.
- A criminal history check and serious disciplinary history check will be undertaken for this position on the recommended applicant/s due to the nature of the work involved.
- Legal Aid Queensland (LAQ) is a Child Safe Organisation with a zero-tolerance policy towards child abuse.
- The appointed applicants will be required to disclose relevant conflicts of interest prior to or on commencement and throughout their employment and disclose any employment as a lobbyist in the preceding two years.
- In this role you may be exposed to traumatic material or traumatic events. This may include reading, hearing, or seeing accounts, photos, videos or other material related to traumatic events. The material may be unexpected, confronting, explicit, graphic, distressing, and/or offensive. Staff may also be required to engage with people who have and may continue to experience traumatic events that may be confronting and/or distressing.
- Additional information, including our organisation structure and Applicant Information Kit, is available from LAQ's website.