

## **Senior Associate/Workforce Advisory Lead**

- Flexible work environment
- Build relationships and networks across local government
- Profit for purpose business

Exciting opportunity for an employment lawyer/workforce specialist experienced in the Queensland IR system to deliver a broad range of services across local government.

### **Overview**

We are looking for an employment lawyer or workforce relations specialist with experience applying Queensland industrial relations legislation, to support councils across Queensland. Day to day you will engage with a diverse client base across all areas of employment law. The role will provide unique exposure and insights into a complex and unionised environment that will challenge you across the employment law spectrum.

We place great emphasis on a collaborative, team environment and as a member of a small busy team you will be comfortable managing your own workload and building positive connections with clients. Ideally you will enjoy building diverse relationships, be commercially minded, self-motivated and passionate about delivering a high standard of reliable and personalised service.

You will be based at our Newstead office and have the ability to work flexibly. From time to time you will also get to travel to some of the most remote and stunning places in Queensland to visit clients.

This permanent role is a great opportunity to join a boutique employment law practice with the autonomy to build your own client portfolio. A competitive remuneration package is on offer for a suitably skilled candidate.

Applications from people with diverse lived experience and identities are strongly encouraged, as the more diverse our team is, the better we are able to represent our diverse client group.

### **About Us**

Our Legal and Workforce Services team are experts in local government employment law and workplace relations. We are at the forefront of legislative change that impacts local government and understand the unique political, operational and cultural challenges faced by councils. The Peak Services Legal and Workforce team provides councils with legal representation in all matters, including in the Commission, Courts and Tribunals.

As are a wholly owned subsidiary of the Local Government Association of Queensland (LGAQ) and the only legal practice to be owned by such an organisation in Australia, we are a profit for purpose enterprise. Our profits are returned to the LGAQ to use in its advocacy, engagement and member services to benefit all Queensland councils.

### **Key Responsibilities**

Some key responsibilities include:

- Establish and maintain positive relationships and partnerships with Peak Services' clients and other stakeholders to build loyalty and grow business opportunities.
- Undertake high quality, timely work for clients on a broad range of human resources, industrial relations, employment law and workplace relations issues on a fee for service basis.

- Represent clients in dispute matters in the Queensland Industrial Relations Commission (QIRC), courts and tribunals.
- Represent and assist clients in workplace agreement making, including high level interactions and negotiations with numerous unions, providing advice on agreements, award and other industrial instrument interpretation, and assist and advise on the preparation of employment contracts.
- As required, provide advice and assistance to councils through LGAQ's IR Help Desk and assist with industry wide workforce policy initiatives.
- Support business development activities through client visits, events, social media or preparation of case articles
- Undertake periodic travel within Queensland

### **About You**

To be successful in this role you will have:

- Degree or higher level qualifications in Law, Workplace Relations, Human Resources Management or equivalent
- Demonstrated knowledge and application of, employment law and workplace relations in the Queensland Industrial Relations jurisdiction, including interpretation of industrial instruments
- Proven ability to advocate for and represent clients in Industrial Commissions/Tribunals
- Excellent interpersonal, written, verbal and presentation skills and the ability to convey complex issues in a simple manner
- Proven ability to manage competing priorities and deliver work on time and within budget
- Experience in conducting workplace investigations and/or negotiating workplace agreements (highly desirable)
- Knowledge of local government or demonstrated ability to quickly learn about local government employment issues
- Possession of a current driver's licence and the ability to undertake some travel
- (Ideally candidates with legal qualifications will hold a current practising certificate)

### **Your Application**

Use [this link](#) to send us your CV and an optional one page cover letter highlighting your fit for this role. We will commence discussions with suitable candidates as applications are received. **We will commence discussions with suitable candidates as applications are received.**

LGAQ may undertake a range of pre-employment screening including Police Check and psychometric assessment as part of the selection process.

If you have any further questions after reading the role responsibilities above, please call our People and Culture team on 3000 2227.