

Lawyer

Ashurst's Employment Practice, Canberra

Recruitment

About Ashurst	<p>Ashurst is a leading progressive global law firm with a rich history spanning more than 200 years. We are proud of our history and are future-focused, having expanded into new technologies through our NewLaw division, Ashurst Advance, and our consulting arm. Our in-depth understanding of our clients and commitment to providing excellent standards of service have seen us become a trusted adviser to local and global corporates, financial institutions and governments in all areas of commercial law. To find out more please visit www.ashurst.com.</p>
Team overview	<p>Ashurst has one of the longest established and most highly regarded employment law practices. Our leading market position is reflected in our tier 1 legal directory rankings, including Band One in Employment by Asia-Pacific Legal 500 each year since 2004, and Band One in Employment by Chambers Asia Pacific each year since 2006.</p> <p>Our Canberra team are recognised as pre-eminent experts in public sector employment practice, demonstrated by our Band 1 ranking in Government since the inception of that category.</p> <p>Our employment practice operates through a network of offices across Australia, Asia, the UK and Europe. The team advises both private and public sector clients in a wide range of industries including financial services, professional services, energy and resources, building and construction, health, transport, manufacturing and the education in all areas relating to employment and workplace relations. We have acted in some of the most significant employment matters globally over many years.</p> <p>Our key public sector clients include a range of Commonwealth Departments and agencies such as Department of Defence, Department of Finance, Department of Home Affairs, Airservices Australia, and Department of Human Services, as well as various State and Territory Government corporations and agencies. Our key private sector clients include Qantas, Woolworths, ANZ, Alcoa Inc, Aurizon, AGL and IBM Australia Limited.</p>
Job overview	<p>We have an excellent opportunity for a Lawyer to join our Employment team in Canberra. You will join a market leading team and will work on both advisory and litigious work for a range of government and blue chip clients. The successful candidate will have experience working in a well-recognised employment/IR team, on a range of IR, employment and safety work.</p>

You will have the opportunity to work with our Canberra team on many of the most high profile and complex matters within the Commonwealth government. These range from enterprise bargaining and industrial action, industrial disputes, employment litigation (including major class actions), safety incidents and complex workplace investigations. You will also have access to work across the national employment practice, acting for a range of our top private sector clients, including remote secondment opportunities.

While this role is based in Canberra, it is expected that the successful candidate will be able to work closely with the broader national and international teams on a variety of matters for both public and private sector clients.

Main tasks:

- Advising clients on employment, industrial relations and safety matters, both advisory and litigious.
- Preparing and responding to claims involving expert determination, adjudication, arbitration and litigation.
- Preparing formal legal opinions.
- Supervision and development of junior lawyers in the team.
- Business development and networking activities.
- Contributing to development of expertise within the team.

Description of Lawyer role:

- You will already have acquired employment experience and will be able to contribute to professional development and know-how and participate in training where appropriate
- You will act with integrity to provide incisive advice to clients, and to work collaboratively with your colleagues in doing so
- You will already have acquired transaction and litigation experience and have an in-depth understanding of the issues that can arise
- You will take day to day responsibility for matters, with suitable direct client contact, and will proactively progress complex matters with appropriate partner support
- You will be able to demonstrate well developed verbal and written communication skills, and innovative drafting skills
- You will be confident and effective in negotiations with clients and counterparties
- You will be effective in communicating with clients in order to understand their needs and how best to meet them. You will also have the ability to assist clients in arriving at practical and cost effective solutions
- You will be effective in forming relationships with clients and you will impress them with the depth of your legal knowledge and commercial awareness
- You will understand the way our business, competitors and clients are developing and work with the business development team to use this information to develop business opportunities
- You will build and maintain a network of business contacts. In addition you will proactively identify opportunities to introduce your clients to other offices and practice areas, working intelligently with partners, other lawyers and the business development team to exploit opportunities

	<ul style="list-style-type: none"> • You will have excellent attention to detail, identifying inconsistencies that indicate problems with quality of work or a misunderstanding of clients' needs • You will gather information from a variety of sources to identify your own strengths and weaknesses • You will be able to identify when a team member needs support and will be approachable for advice, giving constructive feedback • You will help build team morale and motivate team members contributing to the creation of a positive work environment and assist with training and development • You will undertake pro bono work <p>Risk and Control: Ensure that all activities and duties are carried out in full compliance with our regulatory requirements and internal policies.</p>
Essential skills and experience	<p>To succeed in this role you will need:</p> <ul style="list-style-type: none"> • 1-3 years' general employment as well as IR experience gained at a law firm or in-house. Or 1-3 years' previous DR/Litigation experience with a strong interest in moving into Employment law. • Client facing experience and the ability to understand and respond effectively to clients • A commercial approach and an ability to negotiate effectively • A collaborative attitude to working within large teams and with colleagues at all levels.
Security Clearance	<p>The successful candidate must be able to obtain and/or maintain a security clearance at Baseline Vetting Level. You must be willing to disclose all relevant and required information. You must be an Australian citizen and have lived in Australia, or have a checkable background, for at least the preceding five years for Baseline Vetting clearances. More information on the security clearance vetting process is available on the Australian Government Security Vetting Agency (AGSVA) website.</p>
Career advancement	<p>An established Associate Career Path Framework is in place clearly defining expectations and outlining opportunities for promotion.</p>
Secondment opportunities	<p>Opportunities often arise for associates to spend time on secondment in house with a key client of the firm. From time to time, secondment opportunities also come up within other Ashurst offices in Europe, North America, Asia and Australia.</p>
Background checks	<p>In order to comply with regulatory and client requirements, Ashurst will undertake appropriate vetting of staff. When applicants accept a job offer, Ashurst, alongside a specialist provider, will undertake professional verification and background checks. These checks are only undertaken with consent, and in accordance with our legal and regulatory obligations.</p>

Partner Profiles



Paul Vane-Tempest specialises in employment, government, litigation and dispute resolution, work health and safety, workplace relations and workplace training. Paul practises in all aspects of employment and industrial relations as well as administrative law, contracting and complex procurement processes.

Paul also advises on discrimination issues (including complaints to the Australian Human Rights Commission); investigations of breaches of the APS Code of Conduct; reviewable actions; Royal Commissions and Commissions of inquiry and provides probity advice.

Paul advises a range of government and private sector clients on all aspects of employment and workplace relations. This includes the drafting and negotiating of contracts, collective agreements, individual workplace agreements, determinations and other material relating to employment terms and conditions. It also involves dealing with disputes and industrial actions.

Paul has appeared as an advocate in the Federal and NSW jurisdictions for various employers in industrial disputes, contractual issues and unfair dismissals. Paul has also advised government clients on probity issues in sensitive, high risk procurement processes. He also acts for government clients in administrative law challenges in the Federal Court and in Royal Commissions and Commissions of Inquiry.



Elissa Speight specialises in public sector employment and workplace relations, assisting primarily Commonwealth government clients to navigate a range of collective and individual employment issues. She is a trusted advisor to a number of major Commonwealth departments and agencies.

Elissa assists clients in managing industrial disputes, enterprise bargaining, and significant workforce change including machinery of government changes, redundancies and restructures. She advises clients on compliance with industrial instruments, agreements, and legislation, including assisting in responding to action by the regulator for non-compliance.

Elissa is an experienced litigator who regularly appears before courts and tribunals in employment-related litigation, including class actions, general protections applications, unfair dismissal claims and discrimination proceedings.

Elissa advises clients on all aspects of the WHS framework, including dealing with safety incidents and responding to action by the regulator.

Elissa also advises on a range of other employment-related issues, including FOI, privacy, Commonwealth superannuation and public interest disclosures.



Peter McNulty is a partner in our employment practice.

Since 2010, Peter has advised clients on all aspects of industrial relations and employment law. He supports public and private sector clients on industrial matters including enterprise bargaining, industrial action, the drafting and interpretation of industrial instruments, industrial disputes and managing workplace change.

He assists clients to manage a range of individual employee issues, relating to misconduct, performance management, illness and injury, redundancy, unfair dismissal, adverse action and discrimination.

Peter also delivers strategic advice on the management of integrity issues. He has advised on integrity related policies and procedures and on the management of disclosures under the *Public Interest Disclosure Act 2013* (Cth).

Peter regularly appears for clients in courts and tribunals across Australia, including the Fair Work Commission, Federal Circuit Court and the Federal Court. He also provides workplace training to clients on topics including industrial relations, effective performance management, whistleblowing, workplace investigations and advocacy.
