

ROLE PURPOSE: Legal Counsel



Our Vision

We see a world in which no person is needlessly blind or vision impaired.



Our Purpose

We are determined to deliver Fred Hollows' vision of preventing blindness and restoring sight.

We work around the world so that no one is left behind, and in Australia we work tirelessly to ensure that Aboriginal and Torres Strait Islander people can exercise their right to sight, good health and self-determination.

Our priority is to work with communities to improve their own eye health. We do this through life-changing surgeries and treatments, training doctors and health workers, generating new ideas, and pushing for change at all levels – from local to global.

At The Fred Hollows Foundation, you will make an impact the world can see!



How we value your contribution:

Remuneration Package - We aim to provide an overall remuneration package that is attractive and fair. Our global remuneration framework ensures we align to local pay, employment conditions and laws, and we benchmark against the local market to ensure we offer competitive employment conditions that are appropriate to our sector.

Salary Packaging - We qualify as a health promotion charity so the Australian Taxation Office (ATO) allows us to reimburse you for personal expenses without having to pay any income or fringe benefits tax that would normally be payable. These tax concessions are in addition to the income Tax Free Threshold.

Annual Leave - You will have access to 20 days of paid annual leave each year (pro-rated for part-time employees) and receive 17.5% leave loading when you take annual leave, and we have 7 additional leave days per year! There are 5 days paid leave between the Christmas and New Year period. As well as an annual paid 'Me Day' focused on mental health and wellbeing for our global staff. Finally, celebrate your birthday with a day of paid leave.

Other Leave – You will also have access to other types of leave, such as personal (sick or carers') leave, paid parental leave, long service leave and compassionate leave. In addition, we provide culturally significant leave for employees with commitments under Indigenous and other cultural customs, traditional laws or religions.

Paid Parental Leave - We provide 14 weeks paid parental leave for primary carers at full pay and 4 weeks paid parental leave for non-primary carers, in addition, upon receipt of notification from the Family Assistance Office, primary carers may access 18 weeks paid parental leave at the statutory rate.

Performance and Development - Our performance and development framework enable you to work closely with your manager to plan, manage, and review your performance throughout the year. This approach also enables you to discuss development opportunities and areas for growth.

Learning and Development - Our approach to learning and development will enable you to have the information, skills and knowledge needed to do your job, with targeted opportunities identified for our Aboriginal and/or Torres Strait Islander people as required. We build the capacity of our people and support you with on-the-job experience, coaching and formal learning.

Leadership Development - Leadership is a key priority for us. We have customized leadership programs for leaders at all levels that are focused on supporting our people to be inspired, empowered and to make an impact in their work so that together we can achieve our vision.

Tertiary Study Support - We are proud that so many of our people are tertiary educated and we are committed to supporting tertiary education that is relevant to your work through our global financial study assistance program. We actively encourage our Aboriginal and/or Torres Strait Islander employees to apply for study support.

Paid Study Leave - We also offer up to 10 days study leave to complete professional development relevant to your role.

Recognition - Our recognition program has been designed to recognize and acknowledge our people who live our values of Integrity, Collaboration, Empowerment and Action, in everyday activities. We recognize our people in three ways: Peer-to-peer, manager recognition, as well as length of service.

Flexible Work Arrangement - You will have access to flexible work arrangements. We encourage a spirit of mutual flexibility, enabling discussions between you and your manager about maintaining work-life balance.

Equal Opportunity, Anti-Discrimination and Reasonable Accommodation for Persons with a Disability - We provide equal opportunity in employment to people without discrimination based on personal characteristics, which includes: age, breastfeeding, disability, employment activity, gender identity, marital status, physical features, pregnancy, race etc. Reasonable accommodation can be made to allow persons with disabilities to work safely and productively.

Health & safety - We are committed to supporting your health, safety and wellbeing. We have worker Health & Safety Representatives in each of our offices to help make your workplace safe.

Employee Assistance Program - You and your family will have access to free professional and confidential external counselling assistance if you need help with personal, family or employment related matters.

Work from Anywhere – The Foundation has a work from anywhere philosophy, enabling you to work remotely in select countries for a defined period of time once approved.

To work in the Foundation, you will:

- Be eligible to work in Australia and other regions where you will be based
- Undergo background check including criminal records and qualifications check
- Undergo working with children check for positions that are identified as working with children
- Be prepared to share evidence of full vaccination against COVID 19



Role purpose defines the broad accountabilities of the positions, which may change based on organisational need.

Please refer to divisional, team and individual work plans for more specific details

ROLE PURPOSE

Role Title: Legal Counsel

Division: Business Operations

Location: NSW/VIC/NT/QLD

Date: June 2024

Employment type: Permanent full time (part time may be available commensurate with experience)

Reports to: General Counsel

Number of direct reports: Insert

Leadership Band: Leads Others

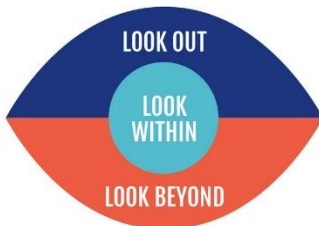
Purpose of the role:

The **Legal Counsel** is accountable for supporting the General Counsel in the legal aspects of The Foundation's work, in a way that is aligned to The Foundation's Values and Strategy.

The **Legal Counsel** will own the outcomes of:

1. Supporting the General Counsel across a range of legal matters in 25+ countries.
2. Provide effective and timely legal advice to the business as requested, including reviewing and advising on contracts, intellectual property, corporate and government law matters, being cognizant of the not-for-profit international development sector and The Foundation's context and reputation
3. Provide global employment law support including instructing local external counsel where required.
4. Support and advise on the legal aspects of change activity including monitoring relevant local legislation, entering into new jurisdictions and where relevant exit.
5. Collaborate with stakeholders on legal aspects of projects including engagement with external legal, accounting, regulatory and industry bodies where appropriate.
6. Collaborate within the Legal Governance Risk & Compliance team to enhance delivery of services to stakeholders.
7. Other tasks as requested by your manager.

Our Capabilities:



As a member of The Foundation Family, you will:

1. Live by the values of The Foundation and support The Foundation's culture, performance and brand.
2. Adhere to all The Foundation's policies and procedures.
3. Strengthen the health, safety and well-being of all/look out for the well-being.
4. Lead, collaborate and contribute to all interactions.

Essential Experience:

- Experience with cross-border commercial initiatives
- Experience with employment law
- PQE 5-7+ in Australia or other common law jurisdiction

Skills:

- **Accountable, enthusiastic and willing to learn what we do**
- Strong communication skills
- Ability to work independently in an agile and diverse environment
- Ability to wear two hats in a small legal team, recognise conflicts and manage appropriately
- Passion for legal services and for being part of a dynamic and effective organisation
- Energetic self-starter with the resilience, pace, interpersonal flexibility and comfort to deal with ambiguity, diversity and change to succeed within the evolving demands of a development organisation operating across 25+ countries

Desirable Experience:

- Experience in a number of the following legal fields: contracts; cross border transactions; corporate governance; employment and change projects
- Experience in one or more of the following key jurisdictions outside Australia: HK; Singapore; UK; US
- Experience in international governance.
- Experience at a top-tier firm.
- Experience with autonomous provision of legal services in an in-house environment.

Qualifications:

Tertiary study in law

The position involves:

This position is recognised as having "Contact with Children" either direct or indirect (**note: all positions are classified as having indirect or incidental contract with children**)

Current NSW practicing certificate or equivalent

This position does not involve "Working with Children" either direct or indirect. This position does not involve working with beneficiaries, donors and/or partners

Travel:

Not currently but travel may be required adhoc

Additional Responsibility:

Ensure that the work for which they are responsible is carried out in ways, which safeguard the health and safety of workers.