

Call for expressions of interest from centres wanting to participate in Community Legal Centres NSW's First Nations Cadetship Program

Centres are invited to indicate their interest in being part of an important program to be undertaken by Community Legal Centres NSW. Four First Nations cadets will participate in the program. All will be students in the final two years of studies in law, communications, or social work.

We are creating a list of eligible community legal centres – you'll need to meet specified criteria and be assessed as eligible by the Community Legal Centres NSW Aboriginal Advisory Group (AAG) – and then it will be up to cadets to choose the centre/s at which their cadetships will take place.

The program is open to students across NSW, and we encourage centres right across the state to consider participating. Students will need to commence their cadetships in January or June of each year; however the program is otherwise flexible, and centres and cadets can negotiate mutually beneficial arrangements.

Program information

1. Your community legal centre will get:

- The opportunity to host for six months a fully funded, skilled and enthusiastic First Nations cadet who has been selected from amongst applicants by a panel comprising representatives of Community Legal Centres NSW, the AAG and Legal Aid NSW.
- The benefits of your cadet's skills and labours for two days per week for six months, with salaries paid by CLCNSW. There will be flexibility regarding how days might be spread across weeks and cadets might work more than two days in any given week. However, arrangements must not impede the cadets' ability to meet their study commitments. Cadets will technically be employees of CLCNSW, however you will shape the cadets' work.
- The chance to participate in an important program aimed at supporting employment of First Nations people across community legal centres.

2. Community Legal Centres NSW will:

- Link you with an appropriately qualified cadet. While CLCNSW will do its best to match cadets to centres, centres will have the final say as to whether any cadets join their team.
- Pay cadet salaries at a daily rate set according to the CLCNSW Enterprise Agreement, with cadets paid for two days per week x 24 weeks. The 48 weeks will involve two stints of 24 weeks each at different community legal centres.
- Link cadets with members of the AAG with minimum two years' experience working in community legal centres, who will provide mentoring and peer support to the cadets.
- Employ a First Nations Cadetship Program Administrator who will lead implementation of the program and provide support to cadets.

3. Community legal centres will need to provide:

- A safe workplace, as well as a culturally safe and supportive working environment. Centres will need to work in collaboration with Community Legal Centres NSW (as the employer) and the AAG to ensure confidence in the centre's capacity to provide a culturally safe workplace.
- A six-month (24-week) program of meaningful work for the cadet in the cadet's area of study. This work will naturally involve contributions to the day-to-day and administrative operations of a centre, but should also have a focus on legal, policy or project work that will help prepare the cadet for life in the workforce.
- Day to day supervision of the cadet, with referral of any issues to Community Legal Centres NSW as necessary.
- A commitment to working with Community Legal Centres NSW to make the program a success, primarily by supporting and mentoring the assigned cadet.

4. **To be eligible, centres will need to:**

- Have a Reconciliation Action Plan (or have been advised by the centre's local Aboriginal community that it does not support development of a plan, in which case the centre should be able to demonstrate comparable efforts to promote cultural safety).
- Have facilitated the provision of cultural safety training in the last two years, or, if it has not done so, commit to facilitating such training within the first two months of the cadet commencing the cadetship.
- Currently have at least one First Nations employee on site.

Timeframes

The cadetship program is flexible. While it has been imagined as a two-days per week role for 2 placements of 24 weeks (half-year), cadets and centres may agree how the paid hours are to be worked, including via week-long blocks, over holidays or on such other terms as might be negotiated, subject to the need for any arrangements to accommodate the cadet's study commitments. The cadetship must commence by January and the second placement in July of each year.

Interested?

Please fill out an [expression of interest form](#).