



SENIOR PRINCIPAL LAWYER

Workplace Law | Public Law Branch

Job advertisement reference

Role type

Permanent (Flexible full-time)

Classification

SO

Salary

\$166,623.00 - \$174,339.00 per year

Location

Brisbane CBD

Contact

Alex Correa
Alex Correa Executive

(07) 3210 0992

Closing date

29 September 2025

Our workplace

Crown Law is the in-house law firm for the Queensland Government. Our focus is ensuring the Queensland Government's legal needs are met. Our team members have the opportunity to work on novel and complex matters that shape the future of Queensland.

Crown Law offers a rare blend of meaningful legal work, professional growth and a supportive workplace culture. Whether you're looking to gain hands-on experience in high-profile cases, access a community of respected legal professionals or achieve a healthy work-life balance, Crown Law provides the platform to build your career. The opportunities for impactful work, mentorship, and long-term career development make Crown Law a truly unique and rewarding environment.

About the role

As a Senior Principal Lawyer, you will provide legal advice and representation on a wide range of discrimination, employment and industrial relations matters.

Joining the Workplace Law Team, you will be involved in significant high-profile legal proceedings and initiatives across Queensland acting for government departments and agencies, statutory bodies and GOCs, commercialised business units, disciplinary boards and tribunals and local government authorities.

Our team has worked on significant landmark cases and class-actions that are rarely seen in private practice.

About the team

The areas of law handled by lawyers within the Workplace Law Team include:

Labour law (70% of the workload)

- Law and procedures in relation to public sector employment
- Conduct of, and advice on, matters in the State Industrial Relations system
- Conduct of, and advice on, matters in the Federal Industrial Relations system
- Conduct of, and advice on, Anti-Discrimination matters in State and Federal jurisdictions
- Conduct of, and advice on, the review of decisions by WorkCover and the Regulator.

Administrative law (20% of the workload)

- Law and procedures involving questions of administrative law
- Written and oral advice on interpretation of statutes and subordinate legislation.

Other areas of law (10% of the workload)

- Written and oral advice on other areas of law as required.



Your key responsibilities

- Provide superior, expert and authoritative professional legal advice in workplace law and discrimination matters to all Queensland Government clients with minimal guidance.
- Act as an authoritative source of advice to lawyers in the team on complex and sensitive legal matters, including directly supervising more junior lawyers.
- Provide leadership and management support to the team leaders in the on-going day to day operations of the team including, recruitment and selection, staff management, budget management and client billing processes and practices.
- Build the business of Crown Law by proactively undertaking reinvestment activities such as undertaking a role as a co-client manager, preparing legal briefings and papers for publishing.
- Contribute to whole-of-office initiatives, the improvement of systems, and work practices with the objective of achieving business objectives.
- Provide a supportive environment where team members strive to achieve best practice, and where information is communicated and shared freely.
- Ensure that the productivity and revenue targets of the team are met.
- Deputise for the Assistant Crown Solicitor during their absence, as required.
- Assist the Assistant Crown Solicitor in ensuring appropriate allocation of work practices within the team are in place and that the correct level of resources are utilised to meet client requirements.
- Assist the Assistant Crown Solicitor to support and implement the decisions of the Senior Leadership Team.
- Comply at all times with the office standards, including:
 - the Client Service Charter
 - the requirement to meet set targets for billable hours
 - quality and timeliness measures
 - Quality Assurance framework.

Qualifications and experience

Admission as a Legal Practitioner of the Supreme Court of Queensland, and enrolment or eligibility for enrolment, to practice in the Federal and High Courts of Australia. It will be a condition of appointment that the successful appointee be admitted as a Legal Practitioner of the Supreme Court of Queensland.

The successful appointee should have a minimum of eight years post admission experience and be able to operate with minimal supervision from the Assistant Crown Solicitor.

Leadership stream

We are all leaders in the Queensland public sector, across all roles and classification levels. We apply the Leadership Competencies for Queensland (LCQ) framework to outline the expected behaviours and competencies in the workplace for all roles. This role has been identified as **individual contributor**.

Working relationships

This role interacts with internal stakeholders across the entire department and external government entities.

Reports to: Assistant Crown Solicitor, Workplace Law

Direct reports: Not applicable, though Senior Principal Lawyers supervise other staff members within the Workplace Law team

Collaborates with: Other members of the Workplace Law Team.

Crown Law's vision, purpose and values

Challenging and engaging work

The variety and calibre of matters received by Crown Law means that working here is stimulating and personally rewarding. Crown Law is involved in many significant high-profile proceedings and initiatives across Queensland. Our clients include:

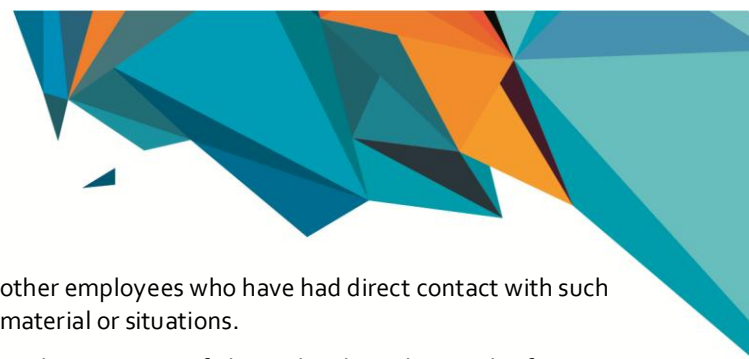
- all Queensland Government departments and agencies
- statutory bodies and Government Owned Corporations (GOCs)
- commercialised business units
- disciplinary boards and tribunals
- local government authorities.

Our vision

To be the most trusted source of legal advice and representation to the Queensland Government.

Our purpose

To support the Queensland Government as a trusted, modern and centralised legal advisor.



Our core values

- Integrity – Absolute impartiality and honesty.
- Excellence – Total attention to detail, consistency and client needs.
- Respect – Treat people as you would want to be treated.
- Responsibility – Everyone to take responsibility for their own work and do their best.

Identified role

This position is not designated as an identified role.

Suitability for employment

The following suitability for employment checks are required for this role:

- criminal history check
- Legal Services Commission Queensland Discipline Register check
- serious disciplinary history check.

Additional information

More information about working at Crown Law is available in the **Candidate Information Pack**.

Are you eligible to apply?

To be employed in the Queensland Public Sector you will need to demonstrate that you are either:

- an Australian citizen, or
- a person who resides in Australia and has the legal right to work in Australia.

If you are not an Australian citizen, you will need to provide proof you can legally work in Australia.

Physical demands and nature of work

This role is administration-based and requires:

- prolonged sitting and high computer usage
- carrying of laptop and paperwork when alternating between home and office
- limited lifting of up to 7kg archive boxes
- travelling remotely for meetings and hearings to all locations within Queensland.

Exposure to trauma and/or vicarious trauma

In this role it is not anticipated you will be subject directly to circumstances and material which could lead to vicarious trauma. You may be exposed by talking with

other employees who have had direct contact with such material or situations.

We have a range of physical and psychosocial safety controls in place for all Department of Justice workplaces, including strategies to manage the risk of workers being exposed to traumatic events, material and/or vicarious trauma. We also support employees who are impacted by their work.

Please carefully consider the above information and your personal resilience and coping strategies to sustain working in environments that may expose you to traumatic events and/or material before applying for this role.

How to apply

Apply via Smart Jobs and submit:

- Your resume
- A one-page covering letter telling us why you are interested in this role and how your skills and experience complement this role. This should not be a restatement of your resume. It is your opportunity to tell us about yourself, how you meet the required competencies, key duties and responsibilities, and any specific role requirements including what skills you'll bring to the role.

Valuing equity and diversity

Crown Law values equity and diversity. We encourage you to share how your unique experiences, perspectives and contributions would support our inclusive and respectful workplace.

We encourage applications from people of all backgrounds, including Aboriginal and Torres Strait Islander peoples, individuals with disability, culturally and linguistically diverse communities, LGBTQIA+ individuals, veterans and people of all ages.

Let us know if we can help you participate in the recruitment process. Our commitment to cultural safety, equity and diversity means that our selection decisions are not influenced by whether an applicant needs assistance or a subsequent workplace adjustment.