



Australian Government

Defence

DEFENCE LEGAL



**A Rewarding
Australian Public Service Career
with Impact and Purpose**

To defend Australia and its national interests in order
to advance Australia's security and prosperity
www.defence.gov.au





Who are we and what do we do?

Defence Legal is the in-house team that provides legal advice to the Australian Defence Force, the Minister for Defence, and the Department of Defence.

We have an integrated team of over 700 personnel, comprising of Australian Defence Force (i.e. military) lawyers and Australian Public Service (i.e. civilian) lawyers, paralegals and non-legal support staff.



Why work for Defence Legal?

- **Meaningful Work:**

Use your skills to make your mark and serve a greater purpose. Work on matters that promote national security and protect those who protect us.

- **Unique and Diverse Legal Work:**

Our work is unparalleled in the private and public sectors. You will do work that few others ever experience.

You can specialise in more than 20 different areas, such as:

- litigation;
- legislative reform;
- drafting multibillion-dollar commercial contracts for war-fighting assets;
- supporting the development of intelligence capabilities; and
- negotiating with international counterparts to develop treaties and support military operations.

- **Professional Development:**

We offer extensive professional development opportunities, including:

- A legal training package specific for Graduates.
- Legal courses and conferences in the Australian Government and Defence contexts.



- Continuing Professional Development events.
- On-the-job learning with some of the best in the field – including Australian Public Service and Australian Defence Force lawyers who have deep experience in Defence Legal and in the military operational environment. You will also work closely with the broader legal profession, including senior counsel, magistrates, university professors and practitioners from private practice.

- **Career Support:**

Defence Legal supports your career at every stage, from structured learning and a dedicated team for Graduates to secondments and mentoring to pave the way to senior lawyer roles.

- **Wellbeing:**

Our commitment to the wellbeing of our staff includes:

- Flexible working arrangements, including part-time hours and working from home, to promote work-life balance.
- Free access to Defence gyms.
- Employee Assistance Programs – such as free confidential coaching and counselling services for you and your family.
- Psychosocial wellbeing support.



- **Pay and Benefits:**

Our Australian Public Service lawyers receive:

- Competitive pay, with Graduate salaries starting from the Australian Public Service 4 Level + 15.4% superannuation (refer to the [Defence Enterprise Collective Agreement 2024](#) to view salary amounts).
- Opportunities for:
 - o annual pay increases;
 - o performance-based bonuses; and
 - o an additional 10% remuneration on top of the salary, via a Building Defence Capability Payment.
- Funded Practical Legal Training.
- Funded Practising Certificates and memberships to the relevant Law Society.
- A work laptop to facilitate working from home.
- Generous leave provisions, including:
 - o 20 days of annual leave;
 - o 18 days of personal/carers leave;
 - o 18 weeks of paid parental leave;
 - o an additional day of Defence leave per calendar year; and
 - o paid 'stand down' leave during the Christmas and New Year period.

Visit: <https://www.defence.gov.au/jobs-careers/defence-aps-jobs/what-defence-offers/pay-benefits> to view other benefits, including relocation assistance.

Where are we located?

We have work sites across Australia, however most of our Australian Public Service lawyers are located in Canberra.

How to apply:

Graduate Positions:

Defence Legal's Graduates participate in the Defence Graduate Program.

Visit: <https://www.defence.gov.au/jobs-careers/graduate-program> for more information.

Apply: via the Australian Government Graduate Program site <https://content.apsjobs.gov.au/career-pathways/legal-stream>.

Paralegal and Direct-Entry Lawyer Positions:

For other career opportunities, consider Paralegal or direct-entry Lawyer positions.

Visit: <https://www.defence.gov.au/jobs-careers/defence-aps-jobs> to see advertised vacancies.

Contact us:

Email: dl.lpp@defence.gov.au.

