



ODPP
New South Wales

First Nations Mentoring Program

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ODPP First Nations Legal Mentoring Program

The Office of the Director of Public Prosecutions (ODPP) acknowledges the Traditional Custodians of the lands on which our offices are located and where we provide services to the people of New South Wales. We recognise the rich histories, languages and customs of the Traditional Custodians and pay respect to Elders past and present. The ODPP honours First Nations peoples' unique cultural and spiritual relationships with the land and waters.

The ODPP is committed to improving employment outcomes for First Nations peoples by increasing career opportunities and support the career development for opportunities for First Nations law students, solicitors and barristers in NSW.

The ODPP offers a formal mentoring program for First Nations law students and legal professionals throughout New South Wales ('the Program'). The Program will provide mentees with access to the knowledge and skills of experienced Crown Prosecutors, and opportunities to learn and develop as a legal professional in a confidential and safe environment. The mentoring relationship will also provide mentees with a forum to explore other facets of legal practice including wellbeing, work life balance, time management, court expectations, networking and career progression.

The mentees will be mentored by Crown Prosecutors for the duration of the program (up to 9 months). Under the Program, these mentors will have the opportunity to develop leadership and coaching skills whilst contributing to the development of the legal profession.





1. About the Program

The Program is overseen by Mr Philip Hogan, Deputy Senior Crown Prosecutor, Damian Beaufile, Crown Prosecutor, and the First Nations Project Officer. The duration of the program is up to 8 months. The Program officially kicks off in April and runs until the end of that same year.

The Mentees will have access to one-on-one mentorship with an experienced Crown Prosecutor; networking opportunities; insights into prosecutorial work and legal practice and an opportunity to participate in an advocacy workshop.

The First Nations Mentoring Program is a key component of our First Nations Employment Strategy. As such, the First Nations Project Officer will periodically update the First Nations Advisory Board regarding the Program.

ODPP Support

The ODPP will also provide appropriate training and support for staff who act or will act as mentors and review the program to ensure it meets the needs of the First Nations participants

The opportunity to benefit from the advice and support of an experienced ODPP Crown Prosecutor such as Guy Newton SC was invaluable ... and has inspired me to pursue a career in prosecution.

I believe an initiative such as this is particularly beneficial for First Nations lawyers who may not have considered this possibility previously as it demonstrates that the organisation is truly welcoming and a place where we can belong. It can also break down the apprehension caused by the fear of the unknown as we are able to better understand the work of the NSW ODPP and the positive contribution we make to the community as First Nations ODDP staff.'

Zachary Wone, 2023 Mentee





2. Eligibility

To be eligible to apply, the following criteria must be met:

Mentors

- Be an appointed Crown Prosecutor; and
- Have completed the ODPP 'Introduction to Aboriginal Cultural Awareness' Training or the Public Service Commissions 'Everyone's Business' Online Module.

Mentees:

- Be admitted as a Solicitor or Barrister in New South Wales; or
- Be currently studying a Bachelor or Master of Law, or Diploma in Law.

And

- Identify as Aboriginal and/or Torres Strait Islander

As part of the application process, you will be asked to provide either:

- a certificate of Aboriginality, if available, or
- a letter of support from an Aboriginal Community Controlled Organisation (ACCO) from the community you are from or from the community you live.

3. Locations

The ODPP has 10 offices, including regional offices across New South Wales, which are each able to accommodate mentoring relationships.

4. Contact

For more information about our employment programs or support for First Nations staff, contact the First Nations Project Officer, Lauren Davies, ldavies@odpp.nsw.gov.au





How to apply

The Program is advertised on the [ODPP recruitment page](#) when open. You may wish to set up a job alert.

Applications for mentees will also be called for through a number of channels including but not limited to:

- the Koori Mail,
- University First Nations law centres and/or Law faculties.
- The NSW Law Society news; and
- Bar Association

Suitability for the program will be assessed on the applicant's ability to outline why they would like to participate in the program and how it would impact their career aspirations. Applications will be assessed based on the applications, mentor availability and mentorship goals. Applicants will be notified by the First Nations Project Officer after the close date as to whether they have been accepted into the program.

Applications are submitted via ODPP SuccessFactors platform.

'I am sincerely grateful for the privilege of participating in the 2023 ODPP First Nations Legal Mentoring Program. The opportunity to be mentored by a highly accomplished Crown Prosecutor is a rare and invaluable experience. Their generosity in sharing extensive experience and insights has played a pivotal role in shaping my perspective on my legal career. I extend my sincere thanks to the ODPP and the mentors for their valuable support and guidance, which has been an asset in my professional development.'

2023 Mentee

