

**We're  
Hiring**

# **Join Sage Advocacy**

Home

Nursing Home

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**JOIN US**

**AND MAKE**

**A DIFFERENCE**



**Job & Person Guide**

**Legal Adviser**

## At A Glance...

### Ten things to know about the role



#### Reporting To

The Legal  
Support Unit Lead



#### Contract

**An initial 12 months  
which can be extended  
subject to availability of  
funding.**



#### Place of Work

National office &  
Home office. Travel and  
subsistence reimbursed  
at civil service rates.



#### Working Relationships

**Other legal staff and  
specialist advisers,  
Service Management  
Group, Regional  
Advocates.**



#### Working Hours

One full-time and one part-  
time position are available,  
with working hours to be  
discussed at the interview  
stage



#### Salary

**The salary for this post  
will be commensurate  
with experience**



#### Probationary Period

A probation period  
of six months will apply  
during which time there  
will be three reviews



#### Benefits

**25 days annual leave; public  
holidays; plus 5% contribution  
to a PRSA scheme following  
completion of probation**



#### Application Deadline

Applications to  
[recruitment@sageadvocacy.ie](mailto:recruitment@sageadvocacy.ie)  
Put job title in subject line.  
See job posting for deadline



#### Application Requirements

**Curriculum Vitae (no more  
than four pages) and detailed  
cover letter (one to two  
pages in length)**



## About Sage Advocacy

Sage Advocacy is the National Advocacy Service for Older People. It works to ensure that people have easy access to information, support, independent advocacy and safeguarding services in all settings: homes, day centres, respite facilities, congregated care settings / nursing homes, hospitals, hostels, hospices and in the process of transition between them. It also provides supports to vulnerable adults and healthcare patients in situations where no other service is available to them.

It has expanded its services with the support of the Department of Education to meet the support and advocacy needs of survivors of institutional abuse. Since it was established in 2014, with the support of the HSE and The Atlantic Philanthropies, it has built a strong reputation for independence of thought and action and is a 'go to' service in relation to issues of capacity and decision making.

Sage provided information, support and advocacy services to more than 12,000 people (cases & queries) in 2024 and demand for its services is growing. The work of Sage on behalf of clients is independent of family, service provider or systems interests. The service is free of charge and confidential. Sage Advocacy ensures that a person's voice is heard, that their wishes are taken into account and that they are assisted, in whatever ways necessary, to be involved in decisions that affect them.

We are publicly funded and while we collaborate where possible, we challenge where necessary. The motto of Sage Advocacy is **Nothing about you / without you.**

Sage's work is guided by Quality Standards for Support & Advocacy Services for Older People, the Guiding Principles of the Assisted Decision Making (Capacity) Acts and the Code of Practice for Independent Advocates of the Decision Support Service. Detailed service policies and guidelines are regularly reviewed in the context of experience. A Case Management Group oversees complex casework issues supported by in-house legal advisers and external expertise when required.

Responsibility for the overall development and governance of the service rests with the Board of Trustees of Sage Advocacy clg | CRO #610824 | RCN #20162221 | CHY #22308.

Recruitment for this role is In the context of Sage Advocacy's Strategy, The **Next Stage** and arising from our work linked to the Assisted Decision Making (Capacity) Acts, the increased demand for our services and in line with planned legislation on Protection of Liberty in Places of Care and Adult Safeguarding.

## Working With Us

### Purpose of the Post

**The primary purpose of the Legal Adviser is:** To provide timely and effective internal legal advice, guidance, and support to Sage Advocacy staff and volunteers working with and on behalf of older people, vulnerable adults, and survivors of institutional abuse. This support is focused on more complex casework that may have a legal dimension.

### Reporting Relationship

**Reports to:** The Legal Support Unit Lead

**Working Relationships:** Other legal staff and specialist advisers, Service Management, Information and Support services, Regional Advocates and Managers, our case management and Safe guarding and complaints structures.



## Job & Person Guide

### Legal Adviser

#### Principal Duties and Responsibilities

- To provide timely and effective legal support, advice and guidance to Sage staff and volunteers working with and on behalf of older people, vulnerable adults and survivors of institutional abuse in relation to more complex case work which has, or might have, the potential to develop a legal dimension.
- To attend meetings of the Case Management Group, the Service Management Group and Regional team meetings to provide support with complex issues which have a legal dimension.
- To provide support with work related to the Assisted Decision Making (Capacity) Acts including, but not limited to, the review of reports outlining the voice of the person as requested by referrers or the courts.
- To assist in the development of briefing notes on legal issues related to systemic issues and to support information sharing and the building of legal knowledge across the organisation by keeping informed on relevant new developments.
- To meet directly with clients or relevant stakeholders, as requested, in support of another staff member and contribute to the development of teamwork within the Legal Support Unit and work groupings within the organisation and to work effectively on own initiative.

#### OTHER REQUIREMENTS RELEVANT TO THE POST

- Successful candidates will be expected to travel regionally and participate in meetings with client groups, support groups, Sage Advocacy Regional Teams, stakeholder organisations and service providers and engage with clients, family members and health and social care staff where necessary.

#### Skills, Competencies, Attributes and Knowledge

- A professional legal qualification (solicitor or barrister).
- Relevant work experience as a practising legal professional or demonstrated experience within the legal, social justice and/or advocacy field.
- Considerable understanding of the Assisted Decision-Making (Capacity) legislation and its application and some degree of hands-on experience in this regard.
- A demonstrated interest in human rights-based law and practice.
- An advanced understanding of the systemic issues facing older people, people with disabilities, survivors of institutional abuse and adults who may be vulnerable and at risk including key issues relating to adult safeguarding.
- Excellent communication and interpersonal skills, including organising and networking, and being able to communicate well with a diverse range of client groups and professions via a wide range of media using clear language and a capacity to adapt messages to reflect the needs of differing audiences.
- Ability to chair or facilitate group meetings including meetings which may be contentious or confrontational.
- Good writing skills and an ability to engage with complex issues so that they are easily understood by people with no understanding of legal issues.
- Demonstrated ability to work well on own initiative and as part of a team.



## Job & Person Guide Legal Adviser

### Sage Advocacy staff are expected to:



Be approachable, friendly and easy to talk to; non-judgemental; sensitive to others; involving and inclusive



Be respectful of people, their privacy and of their relationships with family members/social networks



Be self-aware and assured without being arrogant or egotistic



Value individual autonomy, self-determination and personal empowerment



Be proactive and willing to take initiative regarding raising advocacy awareness among health and social care services personnel, legal and other stakeholders



Be vigilant, attentive to instances of poor quality and standards and the status of vulnerable adults, older people and healthcare patients



Be open to self-review, to receiving feedback and accepting support, supervision and mentoring



Be independent and free from any conflicts of interest



Be compassionate as well as passionate about enabling vulnerable adults, older people and healthcare patients to have their voice heard



Be curious, creative and innovative and flexible, open to exploring different ways of doing things and problem solving while understanding the wider context and possible implications of different approaches



Be resilient and able to handle challenging people and situations including those involving people who have experienced considerable trauma in early life, have been suddenly bereaved or are experiencing complex grieving and people who are survivors of institutional abuse.





## Job & Person Guide Legal Adviser



### Terms and Conditions of Employment

This appointment is for an initial 12 months which can be extended subject to availability of funding. A six months probationary period will apply with performance reviews every two months within the probation period. Support and mentoring will be provided thereafter to complement ongoing performance reviews.

The salary for this post will be commensurate with experience, with a 5% contribution to a PRSA scheme following successful completion of probation. Annual leave is 25 days. Sage Advocacy will pay the annual costs of a practising certificate with the Law Society.

### Key Dates & Requirements



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#### Application Requirements

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#### DATA PROTECTION AND PRIVACY

● Sage Advocacy's full Data Protection and Privacy Statement can be viewed online at [www.sageadvocacy.ie/data-protection-privacy-statement](http://www.sageadvocacy.ie/data-protection-privacy-statement).

#### MORE INFORMATION

● You can contact Sage Advocacy at 24-26 Upper Ormond Quay, Dublin D07 DAV9 [info@sageadvocacy.ie](mailto:info@sageadvocacy.ie) | 01-5367330

If you have a query about a specific issue relating to this job please email [recruitment@sageadvocacy.ie](mailto:recruitment@sageadvocacy.ie) with your email and mobile details and we will do our best to respond to you as quickly as possible.