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JOIN US AND MAKE A DIFFERENCE

Sage Advocacy

Job & Person Guide

Legal Advisor

Sage Advocacy

At A Glance...
Ten things to know about the role

Reporting To
The Legal Support Unit Lead

Contract
One Year Fixed Term Contract

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
A full-time position is available, with working hours to be discussed at the interview stage

Salary
The salary for this post will be €50,000 - €60,000.

Probationary Period
You join us on an initial probationary period of 6 months.

Benefits
25 days annual leave + public holidays; auto enrolment to My Future Fund from Jan 2026; PRSA with 1.5% company contribution during probation, rising to 5% after (employee matched).

Application Deadline
Applications to recruitment@sageadvocacy.ie
Put job title in subject line.
See job posting for deadline

Application Requirements
The completed application form. (Please note that late, incomplete, or incorrectly submitted application forms will not be considered.)

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 Advisor 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.

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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.

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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.

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Terms and Conditions of Employment

This is a Fixed term contract for the purpose of providing Maternity Cover
25 days annual leave + public holidays; auto enrolment to My Future Fund from Jan 2026; PRSA with 1.5% company contribution during probation, rising to 5% after (employee matched).

Sage Advocacy will pay the annual costs of a practising certificate with the Law Society.

Key Dates & Requirements

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*.

MORE INFORMATION

- You can contact Sage Advocacy at Merchants house 9A, 27-30 Merchant's Quay, Dublin, D08K3KD
info@sageadvocacy.ie | 01-536-7330

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