Recruitment Guidelines
Guardians ad Litem

The Guardian ad Litem (GAL) program is administered by the Department of Communities and Justice, who will assess applicants as part of the recruitment process.

The formal capabilities, values and behaviours sought are detailed on our website and include:

- Qualifications in social, health or behavioural sciences or related disciplines, or equivalent experience

- Mediation, advocacy, decision-making skills and interaction with diverse client backgrounds

- Ability to communicate effectively with various professionals and family members, including people with limited legal capacity

- Basic knowledge of legal proceedings and the legal process

- Knowledge of issues affecting children and young people, people with illness, disability or disorder which may affect their decision-making capacity.

In addition, prospective Guardians ad Litem will need to undertake the following probity checks, which will be conducted by the department:

- 100 point identification check

- Working With Children Check

- National Criminal History Record Check.

Guardian ad Litem applicants are required to provide identification documents to confirm their identity. For details on the different types of acceptable documentation see the 100 Point Identity Checklist for prospective Guardians ad Litem.

For Working With Children Check information see the OCG website.

Where our Criminal History checks return a prior record, applications may be reviewed on a case-by-case basis and subject to internal risk assessments by the department.

A risk assessment takes into account:

- the nature, seriousness and circumstances of any offences or incidents

- the length of time that has passed since the offences or incidents

- conduct since any offences or incidents.

Please contact guardian-ad-litem-panel-co-ordinator@dcj.nsw.gov.au for queries regarding the application process, and if an applicant of an Aboriginal or Torres Strait Islander background, we can also connect you with an Aboriginal Guardian ad Litem.