

Job Title:	Child Protection Staff Lawyer	Travel Required:	Yes – GTA/ Toronto
Location:	Toronto Head Office	Position Type:	Full-Time Permanent
Band	Based on the year of the call- 2026 Grid	Salary Range:	\$92,196 - \$100,331
Reports to:	Legal Advocacy Director (LAD)	Posting Expires:	March 25, 2026

Job purpose

Aboriginal Legal Services (ALS) strengthens the capacity of the Aboriginal community and its citizens to deal with justice issues and provide Aboriginal-controlled and culturally based justice alternatives. Our dedicated staff is our most valued resource. Compassionate care, teamwork, professionalism, communication, and respect are the values that set ALS apart.

This is a new position. ALS is seeking a Child Protection Staff Lawyer, beginning in April 2026. This position is funded by Legal Aid Ontario. The ideal candidate will have 1 to 3 years of experience. The anticipated salary range is between \$92,196 - \$100,331 annually, depending on the year of call. This is a unionized position.

ALS Staff Lawyers carry out casework independently; conduct legal research; assist the LAD and senior staff lawyer in legal supervision and coordination of community legal workers and students; and participate in volunteer coordination. This position's duties are detailed below. Generally, you can expect to provide intake, summary legal advice, provide child protection referrals, services, litigation, case management and team contributions to test case litigation. This lawyer will also work closely with our other Child Protection Lawyer, the Family Court workers and the Victim Rights Advocate.

General Duties and Responsibilities

- To review the full job description of an ALS Staff lawyer, please contact HR department,
- Lawyers applying for this position should have a minimum one-year call to the bar and experience in child protection practice. More specifically, it is crucial to have an understanding of the impact the child protection system is having on Indigenous children and the best interest of an Indigenous child. It will be of assistance if you have practice experience in:
 - doing intake and initial assessment of legal issues and interviewing of clients;
 - conducting legal research, familiarity with resources and tools that can assist with research and preparation;
 - reviewing case files and evidence;
 - negotiating with CAS agencies, their legal representatives;
 - legal drafting of documents and legal argument in preparation for motions, trial and appearances;
 - conducting motions and hearings;
 - conducting trials before Judges.
- Other duties include:
 - Awareness and practice experience with Giwedin Anang or Indigenous dispute resolution (IDR) processes and ability to negotiate or champion cases into Giwedin Anang Program;
 - Providing summary advice and intake for members of the public or clients, there is regular child protection intake/summary advice scheduled into services;
 - Ensure that potential clients meet service criteria for assistance beyond summary advice prior to retainer;
 - Client Representation at court;
 - File carriage and management, including

- organizing facts and preparing case plan, writing and obtain documents and material required;
- Prepare argument, including oral and written submissions;
- Identify witnesses and evidence;
- Prepare client and witnesses for trial;
- Examine and cross-examine witnesses and expert witnesses;
- Oral advocacy at hearing;
- Law Reform or Advocacy.
- Other duties and tasks as directed by the Legal Advocacy Director;

Qualifications

- LL.B. or J.D., called to the bar in Ontario. Relevant experience in child protection services is preferred;
- **Must** be able to attend court and office in Toronto on a regular basis. This is a Toronto-based position;
- Minimum of one year experience as a lawyer; we are seeking a **1-3 year call** for this position; There is a seasoned child protection lawyer and senior staff lawyer on staff who will mentor this position;
- Knowledge and experience with Indigenous cultural and legal issues is preferred;
- Experiences serving or working with Indigenous clients and communities are also an asset that will be considered when selecting candidates for interviews;

To apply:

To apply to this job posting, please submit your cover letter and *CV* with “Child Protection Staff Lawyer” in the subject line to hrgeneral@aboriginallegal.ca by no later than **12 noon on March 25, 2026.**

Aboriginal Legal Services is an equal-opportunity organization committed to diversity and inclusion. Our goal is to attract, develop and retain highly talented employees from diverse backgrounds, allowing us to benefit from a wide variety of experiences and perspectives. We welcome and encourage applications from all qualified applicants. Accommodations for persons with disabilities required during the recruitment process are available upon request. To request accommodation, please email Nazaninn@aboriginallegal.ca. We would like to thank all applicants for their interest, but only those selected for an interview will be contacted.

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