



ABORIGINAL LEGAL SERVICES

Gaa kina gwii waabamaa debwewin · All those who seek the truth

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| Job Title: | Gladue Writer | Travel Required: | Moderate |
| Location: | Toronto | Position Type: | Full-Time |
| Job Band: | 4- 2026 Grid | Salary Range: | \$56,783 to \$60,879 |
| Reports to: | Senior Manager, Gladue Writers | Posting Expires: | March 25 th , 2026 |

Organizational Overview:

Aboriginal Legal Services, established February 21, 1990, is a recognized leader in developing Indigenous-led justice programming and test-case litigation. 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 unionized position.

Principles and Beliefs:

Indigenous People require equitable treatment in the justice system, access to the legal and related resources within the justice system, as well as an understanding of the system and their options. The support required includes advocacy in all areas of the law, as well as alternatives which can break the cycles of recidivism and dependency, which are all too prevalent. These alternatives are more effective when they are community-controlled and are based on the traditional cultural norms and values of the Indigenous community.

Job purpose

The Gladue Writer at Aboriginal Legal Services (ALS) plays a critical role in supporting the Indigenous community through the judicial process by crafting comprehensive Gladue Reports. These reports are instrumental in informing the courts about the unique circumstances of Indigenous offenders and suggesting culturally relevant sentencing alternatives. This position requires a deep commitment to understanding the social history of Indigenous peoples, strong research and writing skills, and the ability to empathetically engage with clients and their families. Upholding the values of compassion, respect, and professionalism, the Gladue Writer helps advance the mission of ALS in strengthening community capacity to address justice issues.

Duties and responsibilities

- Write Gladue Reports for Indigenous offenders awaiting sentencing; work will include interviewing clients, researching relevant issues and developing recommendations for consideration by the court;
- Meet with the accused person or other individuals in order to prepare and write the Gladue Report;
- To liaise with Indigenous and Non-Indigenous resources/service providers for the purpose of preparing a well-organized report;
- Prepare and submit all reports by deadlines as required;
- Attend sentencing hearings for clients,
- Attend Gladue Training sessions, which may last from 1-3 days, with provided travel accommodations. These in-person training sessions are designed to align the team on Gladue methods and objectives;
- Further develop knowledge regarding community resources (Indigenous & non-Indigenous) available to indigenous offenders.
- Other duties as assigned;

Qualifications

- Excellent interviewing and writing skills;
- Ability to work with a wide range of individuals;
- Ability to work independently and manage a regular caseload of clients;
- Ability to manage multiple reports at one time;
- Proficiency with computer applications, including Word, Excel, internet research, and related tools;
- Ability to work outside regular office hours to meet client needs;
- Ability to travel to participate in periodic Gladue training;
- Knowledge of the criminal justice system and programs and services available to Indigenous people in Toronto and the surrounding area would be an asset;
- A valid driver's licence is required;

To apply:

Applicants who self-identify as Indigenous and meet the requirements of the job posting will be given first consideration in the hiring process

To apply to this job posting please submit your cover letter and resume with "**Gladue Writer- Toronto**" in the subject line to hrgeneral@aboriginallegal.ca or fax it to (416) 408-1568 by **5pm on March 25th, 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.

Aboriginal Legal Services

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