



ABORIGINAL LEGAL SERVICES

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

Job Title:	Staff Lawyer	Travel Required:	Minimal
Location:	Toronto Head Office	Position Type:	Full-time Temporary 1-year
Band:	Based on Years of Call- 2026 Grid	Salary Range:	\$92,196 - \$104,398.
Reports to:	Legal Advocacy Director	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.

ALS is looking for a Staff Lawyer for a 1-year contract beginning as soon as possible. This is a unionized position. This position is funded in part by the Alnoba Lewis Foundation. The successful candidate will have a 1–4-year call to the bar. **As a primary function this position will be an integral part of the prosecutorial team in a Permanent Peoples Tribunal matter** this spring and support for the Legal Director leading up to the hearing, and all follow up to the proceeding.

ALS Staff Lawyers carry out casework independently; conducts legal research; and assists legal director and senior staff lawyer in legal supervision and coordination of community legal workers, students and participates in volunteer coordination. They provide summary legal advice, assist in clinic administration, and represent the clinic in the community through written work, litigation, board appearances, case management and team contributions to test case litigation and Inquest work, as well as public speaking and engaging in community outreach.

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 familiarity with diverse areas of law or demonstrate similar experience and willingness to learn areas of law, including but not limited to:
 - Landlord and Tenant,
 - Social Assistance,
 - Inquest representation,
 - Police Complaints,
 - Human Rights,
 - Victim Advocacy,
 - criminal and civil appeal and processes,
 - awareness to changes to relevant law, policies or administrative practices,

Other duties include:

- Providing summary advice and intake for members of the public or clients;
- Client Representation before boards, court or in other administrative processes;
- File carriage and management, including
 - organizing facts and prepare case plan, write 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,
- Supervision of Community Legal Workers, students and volunteers,
- Administration and specifically intake review and statistical collection from CIMS, our case management tool,
- Outreach and Education,
- Community Development and Organizing,
- 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 law, specifically related to clinic services, is preferred. Knowledge/experience with urban Aboriginal legal/cultural issues is preferred;
- Minimum one year of legal experience as a lawyer and ideally 1-4 years of experience in legal practice. **Please note we are looking for a lawyer with 1-4 years of experience, and funding cannot exceed a four-year call, given the collective agreement;**
- Knowledge and experience with Indigenous cultural and legal issues is preferred;
- Experiences serving or working with Indigenous clients, communities is 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 or a letter of interest with “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.

Aboriginal Legal Services

Head Office

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