



# ABORIGINAL LEGAL SERVICES

*Gaa kina gwii waabamaa debwewin*

<b>Job Title:</b>	Criminal Staff Lawyer	<b>Travel Required:</b>	within Toronto
<b>Location:</b>	Toronto Head Office	<b>Position Type:</b>	Permanent
<b>Reports to:</b>	Legal Advocacy Director (LAD)	<b>Posting Expires:</b>	February 2, 2023

## Job purpose

Aboriginal Legal Services (ALS) strengthens the capacity of the Indigenous community and its citizens to deal with justice issues and provide Indigenous 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 Criminal Staff Lawyer with **1-4 years of experience**, beginning as soon as possible. These are unionized positions with compensation based on a salary grid. These positions are funded by Legal Aid Ontario. The anticipated salary range is between **\$84,564.00- \$95,756.00** annually.

ALS Staff Lawyers carry out casework independently; conduct legal research; and assist The LAD and senior staff lawyers in legal supervision and coordination of community legal workers, students and support staff. This position's duties are detailed below. Generally you can expect to provide criminal intake, provide summary legal advice, litigation, case management and team contributions to test case litigation. The position will include 2-3 weeks of culturally relevant training, trauma informed training, ASIST training, and ALS principles and protocol training prior to commencing direct services.

## General Duties and responsibilities

- To review the full job description of an ALS Staff lawyer please contact HR department,
- It is crucial to have an understanding of the application of Gladue in criminal matters. 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 of disclosure and evidence;
  - negotiating with police and Crown Counsel;
  - interviewing witnesses and prepare for trial;
  - legal drafting of documents and legal argument in preparation for trial and Charter motions;
  - conducting/attending preliminary motions and hearings;
  - conducting bail hearings and motions;
  - conducting trials before Judges and Juries.

Other duties include:

- Providing summary advice and intake for members of the public or clients, there will be criminal intake twice a week at the head office, alternating between criminal lawyer positions;
- Ensure that potential clients meet service criteria for assist beyond summary advice, prior to retainer;

- Client representation at 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,
- Law Reform or Advocacy
- Other duties and tasks as directed by the Legal Advocacy Director and Senior Staff Lawyer

### Qualifications

- LL.B. or J.D., called to the bar in Ontario. Relevant experience in criminal law services is preferred.
- **Must** be able to attend court and office in Toronto on a regular basis. This is a Toronto based position.
- 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](mailto:hrgeneral@aboriginallegal.ca) by no later than **12 noon on Thursday February 2, 2023**.

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](mailto: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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