



ABORIGINAL LEGAL SERVICES

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

Job Title:	Senior Staff Lawyer	Travel Required:	Minimal
Location:	Toronto- Head Office	Position Type:	Full-Time
Job Band:	Management	Salary Range:	\$110,179 - \$123,204
Reports to:	Legal Advocacy Director	Posting Expires:	Until filled

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 is 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

ALS is looking for a permanent Senior Staff Lawyer to begin as soon as possible. We are seeking a **Senior lawyer with 7-10 years of legal experience**. This is a management position in a unionized workplace. This position is funded by Legal Aid Ontario. The salary range for this position is \$110,179 - \$123,204 and will vary in accordance with year of call.

ALS Staff Lawyers carry out casework independently; conducts legal research and other tasks as assigned by legal director. Senior Staff Lawyers assist 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.

Duties and responsibilities

- To review the full job description of an ALS Staff lawyer please contact the HR department,
- Lawyers applying for this position should have familiarity with diverse areas of law or demonstrate similar experience and/or willingness to learn areas of law, including but not limited to:

Landlord and Tenant; social assistance; Inquest representation; criminal law; child protection; Police Complaints; Human Rights; victim advocacy; criminal and civil appeal and processes, law reform and Community advocacy mobilization

Other duties include:

- Providing summary advice and intake for members of the public or clients;
- Client Representation before boards, courts or in other administrative processes;
- Inquest representation
- 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 other licensees, Community Legal Workers, students and volunteers, specifically Senior Staff
Lawyers are crucial to the supervision of lawyers and paralegals and their job tasks include:
 - Review and advice on intakes,
 - Case Information Management System (CIMS) review and assignment of files and follow ups
 - File review with licencees
 - Assistance with scheduling and operations
- Administration
- Outreach and Education
- Community Development and Organizing
- Law Reform or Advocacy

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 Indigenous legal/cultural issues is preferred.
- **Minimum: seven years of legal experience.**
- 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:

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 Senior Staff Lawyer in the subject line to hrgeneral@aboriginallegal.ca or fax it to (416)408-1568.

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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