



PATHWAYS
EXECUTIVE SEARCH



EXECUTIVE DIRECTOR



**ABORIGINAL
LEGAL
SERVICES**

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

The Organization

Founded on February 21, 1990, Aboriginal Legal Services (ALS) is a national leader in Indigenous justice and advocacy. As a non-profit organization dedicated to supporting Indigenous people and communities, ALS operates 13 offices with a team of over 70 employees, serving more than 2,500 clients annually.

Mission

ALS works to strengthen the capacity of Indigenous communities and their citizens to navigate justice-related challenges while providing culturally grounded, community-controlled alternatives.

Vision

- A community that address justice issues in an assertive, constructive, and respectful way.
- A community that provides support and guidance to its citizens when interacting with the justice system.
- A community involved in developing and implementing justice initiatives and alternatives that are culturally grounded and community-controlled.
- A community where youth have the opportunity and resources to address the justice issues they face.
- A community where its citizens have minimum exposure to the legal system, lessening their vulnerability to acts of aggression, racism, and ignorance of their cultural identity.
- A community that resolves its conflicts internally with minimal need for outside involvement.
- A community that is focused on creating a positive justice environment based on mutual understanding and collaboration with non-Indigenous partners, including schools, police, and enforcement agencies.
- A community where agencies collaborate to ensure justice and related services are provided in a holistic, integrated way.
- A community where citizens have the confidence and self-esteem to constructively address challenges.

Values and Beliefs

ALS is committed to ensuring Indigenous people receive equitable treatment in the justice system, access to legal resources, and a clear understanding of their rights and options. This includes advocacy across all areas of law and the development of community-controlled, culturally grounded alternatives to break cycles of recidivism and dependency.

By reintroducing these alternatives and fostering community involvement, ALS integrates justice-related services with broader Indigenous-led initiatives, ensuring justice solutions remain culturally relevant and community-driven.

To learn more about ALS, please click [here](#).

The Opportunity

ALS is seeking a collaborative Executive Director to drive the organization's growth while championing its mission, vision, and values.

Reporting to the Board of Directors, the Executive Director will lead the development and execution of strategic and operational plans, including the organization's newly created 5-year strategic plan, in partnership with the Senior Management Team.



Key responsibilities include:

- **Organizational leadership** – Strengthening ALS's brand and community impact.
- **Fundraising & stakeholder relations** – Expanding partnerships and strengthening financial support.
- **Labour & change management** – Overseeing union negotiations and organizational transitions.
- **Risk management & financial oversight** – Ensuring fiscal sustainability through budgeting, forecasting, and reporting.

Based in Toronto, the Executive Director will cultivate strong relationships with the Board and committee Chairs, ensuring open communication and accountability on strategic priorities. As a culturally grounded leader, they will ensure Indigenous values continue to be embedded into ALS's direction and daily operations.

Additionally, the Executive Director will oversee human resources, including team development, talent acquisition, implementation of the strategic plan, fundraising, partnership building, succession planning, and compliance with HR and health and safety standards. They will also steward ALS's Collective Bargaining Agreement, set to expire in 2025, and lead negotiations for future agreements.

The Candidate

Qualifications, Skills, and Abilities

- Bachelor's degree in a relevant field and/or relevant lived experience.
- A legal background is an asset but not required.
- Proven ability to operationalize the organization's mission, vision, and values to inspire and mobilize employees, stakeholders, and clients.
- Demonstrated financial acumen and experience ensuring an organization's financial stability, including budgeting, forecasting, and financial oversight.
- Knowledge of HR principles and regulations, with a commitment to fostering a safe and healthy workplace in line with all relevant legislation.
- A deep understanding of Indigenous issues and challenges in Canada, particularly in the context of the Canadian legal system.

Experience

- Experience managing stakeholder relationships with a proven ability to collaborate and build partnerships.
- Experience reporting to or participating in a governance board, with a deep respect for governance functions.
- Proven experience managing in a unionized environment is strongly preferred, along with a solid understanding of the collective bargaining process from either a management or union perspective.
- Strong cultural knowledge, lived experience, and ability to lead effectively within an Indigenous environment.



The Location: Tkaronto (Toronto)

“Where there are trees standing in the water”

Toronto, derived from the Mohawk name of Tkaronto, is located in the traditional territory of many nations, including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee, and the Wendat peoples. With the fourth-largest urban Indigenous community in Canada, Toronto is now home to many diverse First Nations, Inuit, and Métis peoples, along with other Indigenous groups that represent this valued community. Toronto has a population of 2.8 million people, making it the largest city in Canada, the fourth largest city in North America, and one of the top 25 cities globally for quality of life. Toronto also welcomes 40 million tourists a year. It supports a lively arts and culture scene that includes museums, galleries, performing arts organizations, and many festivals. Toronto is recognized as one of the most diverse and multicultural cities in the world.

As the capital of Ontario, Toronto is home to the province’s legislature at Queen’s Park as well as multiple post-secondary institutions, including Humber College, George Brown College, Centennial College, Seneca College, the University of Toronto (Canada’s largest university), Toronto Metropolitan University, York University, and OCAD University.

Just offshore from the city centre are the Toronto Islands known as “Mnisiing,” meaning “On the Island” in Anishinaabemowin. The Islands are home to parklands and the Billy Bishop Toronto City Airport. The Islands community is considered the largest car-free urban community in North America.





The Application Process

ALS is an inclusive and equitable organization and encourages applications from qualified applicants, including persons with disabilities and members of visible minorities. The position offers a competitive compensation package for eligible candidates, with an approximate annual salary of \$160,000 plus benefits.

The position is open to all qualified applicants, although preference will be given to First Nations, Inuit and Métis candidates.

To Apply

For more details or to further explore this important strategic leadership opportunity, please contact:

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To apply, please submit a Cover Letter and Resume directly to Pathways Executive Search in PDF format outlining your interest, qualifications, and experience to Applications@PathwaysExecutiveSearch.com

Pathways Executive Search is an international executive recruitment firm, known for its ability to attract and recruit talent in culturally grounded ways. Guided by Indigenous values and principles of Indigenous inclusion, Pathways walks with those looking to broaden candidate pools, find qualified and experienced candidates, and live out their values and commitment to creating workplace cultures where people can thrive.