



Employment Opportunity

WE-CAS-M-23-07

Salary \$85,700 - \$103,879 (MGT Payband 6)

Permanent

Windsor Office

Posted Internally & Externally

Legal Counsel

The Windsor-Essex Children's Aid Society (WECAS) was established as a not-for-profit charitable organization, mandated under the *Child, Youth and Family Services Act* of Ontario. WECAS acknowledges the legacy of colonialization in child welfare, which has led to the continued overrepresentation of Indigenous, First Nations, Inuit & Métis (FNIM), Black, African Canadian & Caribbean (BACC) and Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, & Asexual (2SLGBTQIA+) children, youth and families receiving our services. This continues to mean that FNIM, BACC and 2SLGBTQIA+ children, youth and families are receiving services at rates disproportionate to other groups in our community and province. We are currently seeking a forward thinking leader who believes in and is committed to our organization's core values, which focus on anti-oppressive practices for the safety and wellbeing of children and youth for the following position:

Legal Counsel (#WE-CAS M-23-07): As a leader on the management team, under the general supervision of the Director of Legal Services, Legal Counsel is responsible for managing a caseload of the Society's ongoing child protection court files. This includes all activities related to protection applications involving pleadings and court attendance, including trials and motions.

Key responsibilities include consulting with society workers and Supervisors, preparing legal documentation, providing legal advice and recommendations, negotiating resolutions, and advocating on behalf of the Society in proceedings before the Ontario Court of Justice at all stages of litigation. In keeping with the spirit of building collaborative relationships, the use of ADR in dealing with matters prior to and during litigation is also a key feature of Legal Counsel's role.

Essential Qualifications and Experience:

- Bachelor of Laws Degree (L.L.B.) or Juris Doctor (J.D.) is required.
- Be a member of good standing with the Law Society of Ontario or is able to become an active member at time of hire;
- Proven litigation skills and negotiation techniques;
- Have demonstrated excellent advocacy, conflict resolution, negotiation, and communications skills;
- Current knowledge of child protection law, and rules of procedure and applicable laws of evidence. Experience in family and child related litigation is preferred;
- Proficiency in French language (oral and written) will be considered an asset.

Successful Candidates: At time of offer, must have the ability to secure an Agency-approved Vulnerable Sector Check and a clear provincial Child Protection search.

As we strive to place cultural humility at the center of our service delivery and provide more culturally relevant, inclusive and intersectional service to our community, we encourage those from equity seeking groups including FNIM persons, members of racialized groups, persons with disabilities and persons of diverse gender identities, gender expressions and sexual orientations to self-identify in confidence in your cover letter.

We invite qualified applicants to apply in confidence, by sending a PDF version of their combined cover letter and updated resume (as 1 attachment) to wecas.careers@wecas.org, referencing the competition number (#WE-CAS M-23-07 – Legal Counsel) in the subject line no later than **4:30 p.m. on October 27, 2023.**

Individuals that do not have access to email may fax their cover letter and resume to the confidential fax number 519-971-0339.

Candidates that may require accommodations throughout the recruitment and assessment process must advise us of the nature of the accommodation(s) to ensure your equal participation.