



Kina Gbezhgomi Child and Family Service

EMPLOYMENT VACANCY – SUDBURY

LEGAL COUNSEL

Internal and External Posting

Kina Gbezhgomi Child and Family Services (KGCFs) is a designated Children's Aid Society delivering Child Protection Services within seven member First Nations in the Districts of Sudbury and Manitoulin.

Vision Statement

Kina Gbezhgomi Child and Family Services will honour and support our family's and community's inherent authority to care for their children based on unity, traditions, values, beliefs and customs.

Mission Statement

Our services ensure children are protected and stay connected with their culture, language and community while strengthening family and community relationships.

Under the supervision of the Service Manager, the incumbent is responsible for providing legal services and consultation to Society staff on the application and interpretation of the Child and Family Services Act and all other relevant legislation.

Duties and Responsibilities

- Provide legal services in matters related to child protection with additional oversight of all assignment of panel legal files.
- Assist in reviewing and advising regarding affidavits for KGCFs employees.
- Research case law and provide relevant legal advice.
- Attend Legal Counsel provincial network meetings and provide advice relevant to provincial and federal child welfare developments including Motherisk Commission, Sixties Scoop, Crown ward class action etc.
- Provide legal and adoption disclosure services (i.e. oversee inquiries for legal and adoption disclosures, provide file disclosure, and coordinate release of file disclosure).
- Attend court and present various types of applications, prepare court dictations and inform relevant parties of the outcome.
- Hire, train, supervise, evaluate performance, and manage staffing resources within the legal team.
- Facilitate and deliver agency training to staff on court processes and documentation requirements.
- Coach workers regarding the effective presentation of affidavit evidence and provide critical feedback to workers regarding their court documentation.
- Assist in the preparation of workers for various court hearings, including testimony at trial.
- Will work collaboratively with the Executive Management team.
- Participate in case conferences and case planning meetings.
- Participate in the evaluation of the provision of legal services to the agency.
- Perform other related duties as required

QUALIFICATIONS

Education

Post-graduate degree in Law (LLB) or Juris Doctor (JD) and a member in good standing with the Law Society of Upper Canada.

Experience

Minimum of three (3) years practice experience in child welfare and family law, including trial experience. Supervisory experience an asset.

Requirements

- Proven knowledge of First Nation communities' standards legislation, regulations, and Ministry standards (e.g. the Child and Family Services Act, the Family Law Rules, Ontario Courts of Justice Act) and other relevant federal and provincial legislation.
- Must possess knowledge, respect and sensitivity to Anishinaabe culture and be committed to helping First Nation families strengthen and achieve a healthy level of well-being.
- Demonstrated understanding of, and commitment to, integrating the principles of equity, justice, non-discrimination and accessibility into practice, service delivery and team relationships.
- Demonstrated interpersonal and collaboration skills to coordinate effectively with a broad variety of agency departments, staff, and the public.
- Knowledge of evidence-informed practice.
- Solid leadership skills and highly developed organizational, research, negotiation, critical thinking, analytical, and decision making skills.
- Ability to mediate and negotiate effectively from an interest-based principled perspective.
- Outstanding litigation skills and experience handling consent and litigation matters.
- Demonstrated ability to work with a vulnerable population which includes working with clients who are dealing with mental health, addiction and poverty issues.
- Must be willing to participate in the activities, events and circles for the acquisition of cultural competence.
- Able to speak Anishinabemowin is a definite asset; or, Must be the willingness to learn Anishinabemowin

Conditions of Employment for Successful Candidate: Satisfactory reference checks, Submission of Police Vulnerable Sector Check and CPIC Driver's Abstract Valid Class "G" Driver's License.

Deadline: Thursday December 14, 2017 @ 3:00 pm

To review the [complete job description and qualifications](#), please visit our website at www.kgcf.org. KGCFs offers competitive wages, opportunities for training, along with excellent benefits and pension. Please submit a cover letter, detailed resume and 2 work related references, along with 1 character reference to:

Kina Gbezhgomi Child and Family Services (**Confidential**)

Attention: Human Resources

98 Pottawatomi Avenue, Wikwemikong, Ontario P0P 2J0

By Fax: 705-859-3629 (Main Office) or By Email: hr@kgcf.org

KGCFs services are highly specialized in the approach to the delivery of Anishinaabe child welfare in our area, preference will be given to Anishinabek candidates (please self-identify). All applications are appreciated; however, only those candidates selected for an interview will be contacted.