



The Children's Aid Society of Ottawa | La Société de l'aide à l'enfance d'Ottawa

# Legal Counsel

## (2) Temporary Full Time Opportunities - 35 hours/week 15 Month Contracts

*The Children's Aid Society of Ottawa (CAS) is non-profit community organization funded by the Government of Ontario, legally mandated to protect children and youth from abuse and neglect. The CAS is one of 50 agencies across the province regulated by the Ministry of Children and Youth Services and governed by the Ontario Child, Youth and Family Services Act (CYFSA).*

We are currently searching for a dynamic and committed individual to join our Legal Services Team, to fulfill the role of **Legal Counsel**.

### **RESPONSIBILITIES:**

Reporting to the Senior Counsel, the Legal Counsel will provide legal advice and representation to the Society and its staff on matters pertaining to its child welfare mandate and activities, and related matters.

In this capacity, the Legal Counsel's responsibilities will include:

- Provide legal advice to agency staff on the interpretation and application of legislation pertaining to child welfare, family law, and related or ancillary matters.
- Prepare cases for presentation in court by co-ordinating the gathering of all information and evidence, drafting pleadings, preparing affidavits, briefs and other documents for filing with the court, and preparing witnesses.
- Negotiate settlements and promote alternative dispute resolution.
- Present cases in the court on behalf of the agency, from first appearance through contested motions, conferences, to trial, and/or the negotiation of settlements.
- Represent the Society in appeals brought by others and by the Society from orders under the CYFSA, at all levels of court, as required.
- Represent the Society on applications for disclosure of Society records in criminal or other civil proceedings, in expunction hearings under the Child Abuse Register, and in hearings before the Child and Family Services Review Board.
- Provide information, advice and counsel to Society workers on case preparation, required evidence and court procedures.
- Participate in the presentation of training programs on legal matters and procedures for agency staff, foster parents and others, including the preparation and delivery of speeches and/or presentations to various groups in the community interested in child welfare law.
- Document all legal advice and case activities in accordance with established procedures, including reporting to client in a timely fashion.

### **Education:**

- Bachelor of Laws degree from a university of recognized standing.
- Member in good standing of the Law Society of Ontario.

### **Knowledge and Skills:**

- Knowledge of the Child, Youth and Family Services Act and Regulations, the Family Law Rules, the law of evidence.
- Knowledge of case preparation, presentation and litigation techniques.
- Demonstrated ability to provide sound legal advice and representation in complex matters with minimal guidance and supervision.
- Demonstrated ability to prioritize work.
- Demonstrated analytical and problem-solving skills.
- Demonstrated commitment and ability to work as a team member.
- Demonstrated knowledge and understanding of the culture, history and current oppressions experienced by people related to gender identity, gender expression and sexual orientation and then faced within the 2SLGBTQIA+ communities;
- Demonstrated knowledge and understanding of the culture, history and current oppressions experienced by Indigenous peoples and racialized communities;
- Applies anti-racist, anti-ableist, anti-indigenous racism and anti-2SLGBTQIA+ lenses to social problems;
- Valid Driver's License and access to or ownership of a vehicle;
- Bilingualism (English & French) would be considered an asset.

**Assets:**

- Experience representing any Children's Aid Society, children or parents in child protection proceedings.

We offer a competitive salary range of \$87,290 to \$118,398 plus an additional 6% of the base rate in lieu of insurable benefits. We offer as well generous leave provisions (such as 2 weeks of vacation after 6 months of service). Our modern workplace has excellent physical amenities including a fully equipped gym, free parking and a cafeteria. All successful candidates will benefit from a comprehensive orientation, innovative training programs, quality supervision and recognition of contributions.

If you are interested in this job opportunity, please apply on-line on our website at [www.casott.on.ca](http://www.casott.on.ca) **before 11:59 p.m., on Sunday, April 5, 2020.**

*We thank all applicants for their interest in the Children's Aid Society of Ottawa however we will only contact those selected for an interview.*

*CASO is committed to a candidate selection process and work environment that is inclusive and barrier free. In order to ensure candidates are assessed in a fair and equitable manner, accommodations will be provided to prospective employees in accordance with the Accessibility for Ontarians with Disabilities Act (AODA) and the Ontario Human Rights Code.*

*The Children's Aid Society of Ottawa is dedicated to building a workforce that reflects the diversity of the community in which we live in and serve. The Society encourages applications from all qualified individuals.*