



## Employment Opportunity

# WE-CAS-M-21-06

Salary \$82,769 - \$100,327 (MGT Payband 6)

Windsor Office

Posted Internally and Externally

The Windsor-Essex Children's Aid Society was established as a not-for-profit charitable organization, mandated under the *Child, Youth and Family Services Act* of Ontario, focusing on the well-being and protection of children.

The Windsor-Essex Children's Aid Society is committed to the Integration of legal support services to enhance the ability of case managers to engage with families on a voluntary basis and to build and support relationships. At times, the risk to some children and youth is of such that Court-based intervention is required. We are very aware of the history of child welfare in Ontario and acknowledge that there has been a compliance approach that has resulted in the use of court proceedings when families were unwilling to work on a voluntary basis with the Society. We are further aware of the disproportionate outcomes with respect to the over-representation of Indigenous and Black children and youth in care. The adversarial court process at times undermines the building of relationships, therefore it is necessary to ensure other approaches are employed. A commitment to supporting engagement through the use of ADR and building relationships is a necessary skill for our lawyers in addition to litigation skills. We are currently seeking a skilled and committed individual to join our team as a:

**Legal Counsel (#WE-CAS M-21-06):** As a member of the management team, under the general supervision of the Director of Legal Services, Counsel is responsible for managing a caseload of the Society's ongoing child protection Court files. This includes 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 Counsel's role.

We are seeking to hire a lawyer who believes and is committed to being a part of an organization that has core values which focus on the **Safety and Wellbeing** of the children and youth and on **Permanency** planning, which enables children and youth in care to achieve permanency within their family units and/or their community wherever possible. The incumbent should have an understanding of the need to apply an equity lens to critically analyze the circumstances of each case while providing legal support.

### **Qualifications:**

The successful candidate will be a member in good standing with the *Law Society of Ontario* with proven litigation skills and negotiation techniques, current knowledge of child protection law, rules of procedure and applicable laws of evidence. Experience in family and child related litigation is preferred.

Candidates must also have a valid Ontario driver's license and proof of business coverage liability insurance. Proficiency in French language (oral and written) is considered a strong 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.

WECAS is committed to equity and diversity in the delivery of services and our work environment. Through our journey of diversity allyship, we encourage those from equity seeking groups including Indigenous persons, members of racialized groups (e.g. BACC), persons with disabilities and persons of diverse gender identities, gender expressions and sexual orientations to self-identify in confidence in their 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](mailto:wecas.careers@wecas.org), referencing the competition number **#WE-CAS M-21-06 – Legal Counsel** in the subject line no later than **4:30 p.m. on October 22, 2021.**

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.*