



Peel Children's Aid Society is a progressive child welfare agency serving children and their families throughout the diverse communities of the region of Peel.

Peel CAS is a leader in diversity, inclusion, and social engagement. Diversity is core to our values and we are proud to be an equal opportunity employer, offering access to a variety of professional development programs and continuing legal education opportunities.

At Peel CAS, our mission is to protect children and strengthen families & communities through partnership. We are currently seeking the following professional to join our team:

LEGAL COUNSEL

(Regular Complement)

ROLE

Under the supervision and direction of the Director of Legal Services – Privacy Officer, Legal Counsel will provide comprehensive legal representation, consultation and training in all matters related to the mandate and activities of the Society under the *Child, Youth and Family Services Act*.

QUALIFICATIONS/EXPERIENCE

- A Bachelor of Laws or a Juris Doctor degree from a recognized university and a licensee entitled to practice law in the province of Ontario,
- Three to five years of related experience in relevant child & family legal matters, or one year of work experience with a CAS Agency.
- Knowledge of the *Child Youth and Family Services Act* and associated Regulations, the Family Law Rules, related legislation and jurisprudence.
- Solid advocacy skills and courtroom experience including knowledge of case preparation, presentation and litigation techniques.
- Superior interpersonal, oral and written communication and consultation skills.
- Demonstrated commitment and ability to work as a team member.
- Demonstrated ability to prioritize work.
- Demonstrated analytical and problem solving skills.
- Ability to deal with confidential and sensitive issues by exercising judgment and discretion.
- Computer literate.
- High ethical standards.
- Proficiency in French language an asset

RESPONSIBILITIES

Consultation and Advice:

- Supports, collaborates, and consults regularly with the Director of Legal Services– Privacy Officer.
- Identifies high risk, high profile, complex legal matters and consults and collaborates with the Director of Legal Services – Privacy Officer.
- Ensures current knowledge of all relevant legislation, jurisprudence, public policy, government directives related to child welfare and information management.
- Provides legal consultation and advice to social work and information management staff.
- In consultation, guides social work and management staff on all legal and information management matters.

- Facilitates and participates in regular case management meetings and works in collaboration with social work staff in arriving at realistic recommendations within an evidentiary and legislative framework with a focus on the best interests of the child and the signs of safety framework.
- Maintains accurate records of all court matters and communicates outcomes to staff in a timely manner and in accordance with established procedures.
- Collaborates and directs Legal Administrative Support staff on all legal matters including but not limited to court documentation and recording in accordance with legislative requirements and as otherwise required.
- Fosters and maintains solid working relationships with staff and assists when required to meet departmental operational requirements.
- Participates in the development of departmental strategic planning.
- Fosters and maintains solid working relationships with community partners including but not limited to the Ontario Court of Justice and the Office, the Public Guardian and Trustee, the Children's Lawyer, and other legal professionals.

Legal Representation:

- Prepares cases for presentation to all levels of court and tribunals including but not limited to review, research, court documentation, strategic planning, witness preparation
- Attends court hearings on all matters related to the mandate and activities of the Society under the *Child Youth and Family Services Act*.
- Ensures compliance with legislative requirements and timelines and in accordance with established procedures.

Training and Development:

- Participates in the preparation and presentation of training programs on legal matters and procedures for agency staff, foster parents and others.
- Maintains a current familiarity with the diverse case law and statutes affecting child welfare service, as well as Ministry Directives.
- Ensures Continuing Legal Education in accordance with the Law Society of Ontario related to child legal proceedings, interpretations of the Child, Youth and Family Services Act and all other relevant statutes.

The salary range for this position is \$100,394 to \$122,985. We also offer an excellent benefits package and four weeks' vacation per year

**Please submit your cover letter and resume by visiting the "Working with Us" section on our website by
November 19, 2021
www.peelcas.org**

We thank all candidates for their interest however only those considered for an interview will be contacted.

Peel Children's Aid Society is an equal opportunity employer. Should you require accommodation during the recruitment and selection process, please inform human resources so that we can ensure your equal participation in this process.