



Legal Counsel

Family and Children's Services of Lanark, Leeds and Grenville is the amalgamated child protection agency for the counties of Lanark, Leeds and Grenville and the surrounding area. It was created in 2011 when the Children's Aid Society of the County of Lanark and the Town of Smiths Falls, and the Family and Children's Service of Leeds and Grenville united under a common umbrella. Serving a large geographic area of eastern Ontario, FCSLLG is a not-for-profit agency governed by a volunteer Board of Directors and funded by the Province of Ontario through the Ministry of Children, Community and Social Services (MCCSS).

Leading a dynamic organization

The Legal Counsel must demonstrate strong leadership skills and the capacity to influence various stakeholders while acting in accordance with the highest professional standards of integrity and competence at all times.

Reporting to the Chief 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.

Key Qualifications and Leadership Competencies

- Bachelor of Laws degree from a university of recognized standing.
- Member in good standing of the Law Society of Ontario.
- 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.
- 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;
 - Experience representing any Children's Aid Society, children or parents in child protection proceedings.
- **Salary:**
Annual salary range is \$93,189 to \$110,938 commensurate with skills and/or experience.

Family and Children's Services of Lanark, Leeds and Grenville is committed to building a diverse workforce representative of the communities we serve, and strongly encourages applications from all qualified individuals, especially those who can provide perspectives and contribute to a further diversification of ideas. We welcome all interested individuals, particularly representatives from equity seeking communities, including:

- Members from Indigenous communities, including First Nations, Inuit, Métis and Indigenous communities
- Members of the Black community and other racialized groups
- Individuals who identify as LGBTQ2S+
- Varied religious or spiritual faith groups
- Individuals with visible and invisible disabilities
- Other members of equity deserving or marginalized communities

Please indicate in the application process should you identify as a member of the above-mentioned equity deserving groups.

Family and Children's Services of Lanark, Leeds and Grenville is committed to providing a barrier free workplace. Accommodations are available upon request for candidates taking part in all aspects of the selection process.

Applicants are invited to submit their resume and cover letter to:
Human Resources Department
Family & Children Services of Lanark, Leeds and Grenville
438 Laurier Blvd
Brockville, ON
K6V 6C5
Email: hr@fcsllg.ca

**We thank all applicants for their interest in this position,
however, only those selected for an interview will be contacted.**