



Requires a:

IN-HOUSE LEGAL COUNSEL

Full-time Position in Timmins

The In-House Legal Counsel is responsible for providing legal advice, opinions, and strategic guidance to child protection staff, as well as representing the Agency before all levels of court. The ideal candidate will be a lawyer in good standing with the Law Society of Ontario, with demonstrated knowledge and experience applying the *Child, Youth and Family Services Act, 2017* (including Part X) and the *Personal Health Information Protection Act* (PHIPA). Strong litigation and negotiation skills, sound judgment, and the ability to foster effective working relationships within a multidisciplinary team are essential to success in this role.

Moreover, the ideal candidate will exhibit strong leadership skills, have a vested interest in our programs, particularly in child protection services, and excel at recognizing strengths while fostering a culture of trust, respect, fairness, consistency, diversity, and inclusiveness.

This position requires travel throughout the NEOFACS catchment area, including to fly-in communities along the western James Bay coast. The successful candidate will have the opportunity to work in partnership with these communities, respecting and incorporating their traditional cultural norms and values. Proficiency in Cree is considered an asset, as is previous experience working with Indigenous communities.

JOB REQUIREMENTS (QUALIFICATIONS AND SKILLS):

- Bachelor of Laws (LL.B.) or Juris Doctor (J.D.) degree, with membership in good standing with the Law Society of Ontario.
- One to two years of experience representing children, parents, or Children's Aid Societies in matters under the *Child, Youth and Family Services Act* (CYFSA) or in family law proceedings.
- Experience appearing before the Child and Family Services Review Board is considered an asset.
- Strong litigation, negotiation, and dispute resolution abilities.
- Demonstrated capacity to work collaboratively and effectively with multidisciplinary professionals.
- Demonstrated experience applying the *Child, Youth and Family Services Act, 2017* (including Part X) and the *Personal Health Information Protection Act* (PHIPA).
- Exceptional communication, interpersonal, and organizational skills.
- Bilingualism in English and French is an asset.
- Must hold a valid Class G driver's license and have access to a reliable vehicle.

The job description for this position is available upon request.

Please submit your resume by: **November 21, 2025**

Quote Competition # **25-94**

Salary: **\$113,950 to \$136,064 annually**

Send Resume and Cover Letter via email to: humanresources@neofacs.org

For more employment opportunities please visit our website at www.neofacs.org.

North Eastern Ontario Family and Children's Services only accepts resumes that are received by the email address above. We thank everyone for their interest in North Eastern Ontario Family and Children's Services; however, only those selected for an interview will be contacted.

NEOFACS is committed to an inclusive, barrier-free selection process. If contacted regarding this competition, please advise the interview coordinator of accommodation measures you may require during our selection process. Information received relating to accommodation needs of applicants will be addressed confidentially.

Working together for the well-being and safety of children, youth and families.