

Staff Lawyer Job Posting (1-year contract position)

Who We Are

The Women's Legal Education and Action Fund (LEAF) is a national non-profit organization dedicated to advancing the equality rights of women, girls, trans, and non-binary people in Canada through litigation, law reform, and public legal education. For more than 35 years, LEAF's work has influenced the evolution of constitutional equality principles in Canada and made an important difference in the daily lives of women, girls, and people who experience gender-based discrimination across the country.

LEAF's national office is located in downtown Toronto, or Tkarón:to, which is a Mohawk word that means “the place in the water where trees are standing.” This land is governed by the Dish with One Spoon Wampum Belt Covenant, a nation to nation peace agreement between the Anishinaabe, Haudenosaunee, the Wendat, and other allied nations.

The organization also has eleven volunteer-run member branches across the country. LEAF branches run public education programs for youth, hold events on gender equality in their communities, and engage in law reform initiatives at the local level.

The Position

LEAF is looking to hire a Staff Lawyer. The Staff Lawyer is an integral part of the LEAF staff team who reports to the Executive Director and General Counsel (ED&GC). Under the ED&GC's direction and supervision, the Staff Lawyer works closely with the Law Program Committee to execute LEAF's legal work and related program activities, with particular emphasis on litigation and law reform work.

This is a full-time, one-year contract position with an **anticipated start date of October 11, 2022 and an anticipated end date of October 6, 2023**. The successful candidate will ideally work out of LEAF's Toronto office at least two to three days a week. The salary range for this position is \$80,000 - \$90,000. LEAF will also pay for the successful candidate's dues for membership to one law society during the term of the contract. Additionally, LEAF offers a competitive benefits package and is committed to being an exemplary place to work.

Staff Lawyer Primary Responsibilities

- Contribute to the development and management of LEAF interventions and case work, including providing staff support to LEAF's Law Program Committee and case committees;
- Participate in the development and management of law reform work, including drafting or coordinating submissions to government and presenting to government bodies on LEAF's behalf where appropriate;
- Conduct legal and other research in support of LEAF's work on litigation, law reform, and public legal education;
- Supervise law students and legal volunteers;
- Respond to requests for information or assistance from LEAF;



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- Engage in broad-based consultations to develop principled feminist positions on complex points of law;
- Undertake public legal education work, including writing/editing public outreach materials, making oral presentations, and speaking to the media;
- Assist with developing grant proposals;
- Provide regular reports to LEAF Board;
- Develop and maintain links with other equality-seeking organizations as well as with other community partners.

Essential Qualifications

- Membership in a provincial or territorial bar, with a minimum of 3-5 years' experience after bar admission;
- Excellent knowledge of feminist legal theory as well as Canadian constitutional and equality law;
- Excellent legal and policy research skills and a solid understanding of the litigation process;
- Excellent written and oral communication skills;
- Ability to work well both independently and in a team of staff and/or volunteers;
- Demonstrated commitment to intersectional feminism and/or social justice, including experience working within social justice movements and a strong intersectional analysis of gender-based discrimination;
- Expertise in intersectional feminist legal analysis;
- Commitment to consultative and collaborative decision making.

The Ideal Candidate Will Also Have

- Proficiency in French;
- Experience in public speaking and media relations;
- Experience working in the non-profit sector.

Personal Qualities

- Exercises sound judgment, accepts responsibility, and treats others with respect;
- Approaches learning with curiosity and humility;
- Comfortable with giving and taking direction in a collaborative environment;
- Shows initiative and collegiality; motivates and encourages others;
- Demonstrates flexibility, perspective-taking, and reliability;
- Has a passion for gender equality and social justice.

Application Process

Please submit the following in one combined PDF to hiringcommittee@leaf.ca: a cover letter, your resume, and a list of three employment references (contact name, phone number, and email address). Please address your application to Pam Hrick, Executive Director & General Counsel. Please use the reference "Staff Lawyer 2022" and your name in the subject line.

Applications are due no later than Monday August 29 at 11:59pm EDT. Interviews will take place on Monday September 12 and Tuesday September 13.



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We have made adjustments to our hiring processes due to the ongoing COVID-19 pandemic. At this time, the interview process will occur remotely. We acknowledge that COVID-19 has caused disruptions to many lives and people may require additional accommodations.

We thank all applicants for their interest, but only candidates selected for an interview will be contacted.

LEAF welcomes and encourages applications from people with disabilities for all available positions. Where possible, accommodations will be made available upon request for candidates taking part in all aspects of the selection process.

LEAF encourages applications from candidates who reflect the diversity of our communities. We strongly encourage applications from Black, Indigenous, and racialized people, as well as from newcomers, gender-diverse people, and members of other equity-deserving groups. If you are comfortable, please indicate in your cover letter if you identify as a member of an equity-deserving group.