

Job Posting
Contract, Full-Time 12-months
COMMUNITY STAFF LAWYER

Barbra Schlifer Commemorative Clinic offers trauma-informed legal services and representation, counselling and multilingual interpretation, and drives system transformation to support women and gender diverse people who have experienced violence. Rooted in the foundations of intersectionality, innovation, and a client-centred approach, we foster the skills and resilience of the people we serve and amplify their voices to create individual and collective change.

The Clinic's Legal Department provides summary legal advice, brief services and representation in the areas of family and immigration law, and independent legal advice about various legal options for survivors of sexual assault and intimate partner violence. The Legal Department is a collaborative team of lawyers, Family Court Support Workers and administrative staff. The Community Staff Lawyer will perform services as part of the Clinic's Ontario-wide Independent Legal Advice program for survivors of intimate partner violence and sexual assault.

We are seeking a lawyer with experience in feminist legal advocacy and gender-based violence within the intersecting context of family law, immigration law, and sexual violence for a full-time, 1-year contract with possibility for renewal.

DUTIES AND RESPONSIBILITIES

All duties and responsibilities will be carried out in accordance with Barbra Schlifer Clinic's Mandate, Mission and Values Statements.

CLIENT SERVICES, ADVICE AND REPRESENTATION

- Provide trauma-informed summary legal advice, brief intervention/advocacy services and representation to client survivors of intimate partner violence, sexual assault and gender-based violence in the areas of criminal, civil, family, immigration and refugee law
- Assist self-represented clients in advocating with third parties in relation to their experiences of violence
- Provide trauma-informed legal representation when appropriate
- Assess urgent legal matters and prioritize client issues/casework
- Assess client needs for safety and social support and make appropriate referrals to legal and community resources
- Assist with applications for legal aid and referrals to lawyers, as appropriate
- Build partnerships and work with community agencies around Toronto and Ontario to receive referrals and provide summary legal advice to their clients with intersecting issues related to sexual assault and/or intimate partner violence
- Provide services in various formats including in person, phone, video, and in community at partner agencies
- Work with interpreters for the delivery of client services, as needed
- Demonstrate commitment to increasing understanding of cultural context in service delivery and as it intersects with gender-based violence

SYSTEMIC ADVOCACY/ RESEARCH

- Support in the design and delivery of professional development and public legal education presentations on issues relevant to gender-based violence and the law and trauma-informed practices
- Support Director of Legal Services with outreach and relationship building with partner agencies
- Be available to participate in various external stakeholder committees and coalitions to represent and promote the interests of survivors of violence
- Build and maintain knowledge of the Clinic's areas of legal practice, including updates on case law, statutes and regulations relating to legal processes affecting survivors of sexual assault, intimate partner violence and gender-based violence

STUDENT AND VOLUNTEER PROGRAMS

- Assist in the delivery of orientation/training, supervision, mentoring and evaluation of Clinic's law students and volunteers

ADMINISTRATION AND OTHER

- Follow appropriate file/case management practices and maintain clear and complete client records
- Collect and report statistics as required by the Clinic and funder reports
- Attend Legal Department and Clinic-wide meetings
- Engage in annual program planning and program evaluation, where appropriate
- Work collaboratively with other department staff including Intake, Counselling, Interpretation Services, Fundraising and Executive Office
- Comply with all Clinic policies and procedures as revised from time to time

SUPERVISION, TRAINING AND ONGOING PROFESSIONAL DEVELOPMENT

- Participate in orientation, training and ongoing professional development programs as may be required by the Clinic and the Law Society of Ontario to ensure proficiency in all areas of responsibility
- Attend knowledge enhancement sessions organized by the Clinic
- Participate in ongoing supervision and periodic performance evaluations, as may be required by the Clinic

KEY RELATIONSHIPS

- The Community Staff Lawyer is a member of the Clinic's Legal Department. They will be collaborative and supportive members of the Legal Department team and will work collaboratively with other staff and Departments, as appropriate
- The Community Staff Lawyer will report to and be supervised by the Director of Legal Services

MINIMUM QUALIFICATIONS

- 1-2 years' experience in the practice of law related to sexual assault or intimate partner violence, with specific expertise in feminist legal advocacy; ability for some travel to community partner sites across GTA and Ontario
- Membership in good standing in the Law Society of Ontario
- Ability to empathize and communicate well with clients in a non-judgmental manner

- Demonstrated ability to advocate strongly on behalf of clients and to engage in community development, public legal education, professional development and law reform on issues relevant to survivors of gender-based violence
- Excellent interpersonal, organizational, time-management and problem-solving skills; written and oral communication skills
- Understanding of legal and social issues of violence against women and gender-based violence consistent with a feminist, intersectional, anti-oppression analysis
- Commitment to working cooperatively in an inclusive, woman-positive, multi-disciplinary environment
- Intermediate/advanced level skills in various computer applications and utilization of other office technology
- Fluency in a language other than English is an asset

CORE COMPETENCIES

- Commitment to working collaboratively with and supporting clients of diversity within the context of a diverse agency
- Engagement in a trauma-informed, self-reflective, ethical and collaborative practice that is nonjudgmental and empathic and reflects the vision and mission statements of the Clinic
- Incorporation of principles of diversity and equity in responding to the service needs of clients
- Commitment to working toward removing systemic barriers to women's independence and wellbeing
- Excellent interpersonal, organizational, time-management and critical thinking skills, written and oral communication skills
- Ability to work and support others in the context of a diverse environment
- Ability to work independently and as part of a team in a multi-disciplinary environment
- Be a self-starter, creative and highly motivated
- Share ideas and differences in the spirit of collaboration and cooperation
- Commitment to ongoing personal and professional development

SALARY: starting salary is \$75,808 annually

- A comprehensive benefits package is offered through a group plan as part of our United Way membership, following a successful probationary period
- The position also includes pro-rated payment of Law Society Membership fees and Law Pro Insurance coverage.

DEADLINE: Resumes are currently being accepted, the posting will remain open until a suitable candidate is engaged. We would like to fill the position immediately.

APPLICATION: Submit your cover letter and resume in ONE attachment to: hr@schliferclinic.com with the subject line of Community Staff Lawyer

Barbra Schlifer Commemorative Clinic is an equal opportunity employer that welcomes candidates from equity seeking groups and is committed to providing accommodation for people with disabilities. Please let us know if you require accommodation due to a disability during any aspect of the recruitment process, and we will work with you to address your needs.

We thank all candidates for their interest. However, only those applicants selected for an interview will be contacted.
NO PHONE CALLS PLEASE