



<b>Position:</b>	<b>General Counsel</b>	<b>Hours:</b>	35 hours/week (Monday – Friday - 8:30am-4:30 p.m)
		<b>Compensation</b>	\$101,117- \$117,221
<b>File No.:</b>	FACSFLA-2425-69	<b>Number of Positions:</b>	1
<b>Employment Type:</b>	Full-time Permanent	<b>Location:</b>	817 Division Street, Kingston
<b>Date Posted:</b>	November 19 <sup>th</sup> , 2024	<b>Closing Date:</b>	Open Until Filled

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**Position Summary:**

Reporting to the Manager, Legal Services, the incumbent will provide legal counsel to the Agency on various child welfare/CYFSA-related matters.

**Required Qualifications:**

- University degree in law (LLB or JD) or alternate qualification recognized by the Law Society of Ontario
- Licensed to practice law in the Province of Ontario and in good standing with the Law Society of Ontario
- Minimum 3 – 5 years’ experience since Call to the Bar, preferably including representation of an Ontario child protection agency and/or child protection litigation experience in Ontario
- Outstanding litigation skills, legal analytical ability, and the ability to provide sound and well-considered legal advice, direction and information to the Agency’s staff and management with respect to child protection matters, and ability to receive and act on instructions from a corporate client.
- Demonstrated presentation, advocacy, negotiation, and communication skills, both in-house and externally to the Agency as required.
- Demonstrated organizational skills and ability to work to deadlines and determine work priorities
- Demonstrated ability to communicate well orally and in writing, both in-house and external to the Agency as required
- Demonstrated ability to communicate well with other professionals and individuals in a corporate setting and in the community at large
- Demonstrated ability to work effectively independently and as a team with colleagues
- Demonstrated ability to lead transformative change and promote innovation that meets the needs of the organization and clients; able to adapt to change and demonstrate resilience
- Intersectional knowledge of diversity, equity and inclusion and the intersecting issues that impact marginalized identities. Knowledge from lived experience is considered an asset.
- A solid understanding of and sensitivity to the experiences of First Nations and Indigenous



peoples in Canada, and the impact of the legacy of Residential Schools, the "Sixties Scoop" and Child Welfare upon them is preferred.

- A solid understanding of the negative impact of the over-representation of Black children, youth and families in the child welfare system and the impact this has on those children, youth and families, is also preferred.
- An ability to also communicate in French is preferred as Kingston is a designated French Language services area under the *French Language Services Act*
- Ability to work effectively as a member of a team
- Excellent organizational and writing skills
- Proficiency in a Windows environment using Microsoft 365 and the ability to learn and use new and existing computer software including Content Server and CPIN.
- Possess a valid Ontario driver's license with access to a reliable vehicle

### **How to Apply:**

- To apply, please email your resume and cover letter quoting the competition file number and title of position you wish to apply for, to: [recruitment@facsfla.ca](mailto:recruitment@facsfla.ca) Interested and qualified applicants are invited to apply in writing.
- Please include the competition number and the title of the position in the subject line of the email.
- Please submit a cover letter and resume as a single attachment.
- When applying for multiple positions, please submit a separate application for each position following the above instructions.

For further information, please visit our website: [Family and Children's Services of Frontenac Lennox and Addington](#)

FACSFLA is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

The Agency will provide support in its recruitment processes to applicants with disabilities, including accommodation that considers an applicant's accessibility needs. If you require accommodations during the interview process, please contact Human Resources at [hr@facsfla.ca](mailto:hr@facsfla.ca).

While we appreciate all applications, only those selected for an interview will be contacted. We thank all applicants for their interest in FACSFLA and for applying.