

## Indigenous Lawyer / Legal Representative

**Full-time, one- year contract with potential for extension**

### BC Human Rights Clinic

The [Community Legal Assistance Society](#) (“CLAS”) is seeking an Indigenous lawyer committed to social justice to join our [Human Rights Clinic](#). Indigenous non-lawyers with legal training and relevant experience may also be considered.

Located on the unceded territories of the ʷməθkʷəyəm (Musqueam), Sḵwxwú7mesh (Squamish), and səliłwətał (Tsleil-Waututh) Nations in what is now known as Vancouver, CLAS provides free legal services to disadvantaged people throughout British Columbia through five programs: the Mental Health Law Program, Community Advocate Support Line, Community Law Program, SHARP Workplaces Program, and the BC Human Rights Clinic (the “Clinic”).

Clinic lawyers and legal advocates assist and represent complainants throughout the province with human rights complaints filed with the BC Human Rights Tribunal (the “Tribunal”). The Clinic is funded by the Ministry of the Attorney General.

#### **ABOUT THE POSITION:**

The Indigenous lawyer will advise and represent both Indigenous and non-Indigenous complainants before the Tribunal, with a focus on providing culturally sensitive and appropriate legal services to Indigenous clients.

The position will involve travel throughout BC. A valid driver’s license is required. Applications from candidates residing outside the Lower Mainland and prepared to work 100% remotely will be considered.

Reporting to the Clinic Director, the successful candidate will perform the following duties:

#### **Legal Services**

- Provide client-centered, trauma-informed legal advice and representation to complainants involved in the human rights complaint process including, but not limited to: settlement negotiation and mediation; disclosure of documents; preliminary applications; legal research and submissions; witness preparation; retaining experts; and preparation for and representation at Tribunal hearings;
- Assist Indigenous clients in particular by providing culturally appropriate, relevant, and sensitive legal information, advice, representation, and referrals;
- Negotiate creative, effective, fair resolutions to human rights complaints where possible, including by exploring and using appropriate Indigenous laws and approaches to dispute resolution;
- Work collaboratively with other Clinic staff in pursuing the goals of the Clinic;
- Advise and represent complainants in human rights cases involving complex or systemic issues, including matters raising issues related to Indigenous laws (e.g., their content and application) with a view towards expanding human rights law and practice; and
- Provide information about human rights law and referrals for complainants, including to other agencies.

#### **Public Legal Education**

- Provide training and education on human rights, relevant Indigenous laws and practices, and related matters;

- Prepare and present at speaking engagements on human rights, in particular on Indigenous laws and their applications in human rights procedures, for various groups including at workshops and conferences for members of the bar;
- Participate in community consultations and advisory committees to advance human rights law, in particular Indigenous laws and approaches, and improve access to justice in the area, especially for Indigenous Peoples; and
- Act as a resource in human rights law to lawyers and advocates throughout the province.

### **ABOUT YOU:**

You are First Nations, Métis, and/or Inuit, and can confirm this through documentary or oral evidence. You have a demonstrated commitment to social justice and human rights, and a strong desire to serve people who have experienced disadvantage with vigour, compassion, and integrity.

You are either a practicing lawyer of one to six years of call, in good standing with the Law Society of British Columbia, or you have legal training and significant relevant experience. This could include training and/or experience gained outside of Canada. Examples of relevant experience include: legal advocacy; mediation and alternative dispute resolution experience; work in other types of legal proceedings; and direct service provision to marginalized communities.

### **Other Requirements of the Position**

- Solid knowledge of the *BC Human Rights Code*, the complaints process, and human rights jurisprudence;
- Experience working with Indigenous Peoples;
- Awareness and understanding of human rights issues affecting Indigenous Peoples in particular;
- Understanding of current trends and challenges in human rights law as well as the ability to identify areas of opportunity to advance the law;
- Understanding of and sensitivity to the particular needs of Indigenous clients;
- Ability to communicate sensitively and effectively with the Clinic's diverse clientele and with people facing disadvantages such as poverty, mental health challenges, incarceration, and disabilities;
- Proven negotiation and dispute resolution skills;
- Strong presentation skills and the ability to represent the Clinic at events and conferences; and
- Interest in developing a reputation as an authority in the human rights area and, in particular, in Indigenous laws and practices.

### **Assets for the Position**

- Experience litigating cases before courts or tribunals;
- Experience with cases involving a complex legal analysis or systemic component;
- Solid knowledge of the principles of administrative law and the laws of evidence;
- General knowledge of employment and labour law, workers' compensation, and other income assistance benefits;
- General knowledge of workplace issues and employment disability coverage; and
- General knowledge of Indigenous laws, practices, and approaches to dispute resolution.

### **COMPENSATION:**

CLAS offers an excellent employment package including extended health benefits. Starting salary range is between \$63,630 and \$73,760 for lawyers, depending on experience and year of call. Starting salary range for non-lawyers is between \$54,090 and \$58,410.

**APPLICATION DETAILS:** The posting will remain open until a successful candidate is selected. Interviews will be conducted on a rolling basis. Interested candidates are encouraged to submit their application promptly.

Please submit a CV and cover letter in **PDF format** to **careers@clasbc.net** or to:

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300 - 1140 West Pender Street  
Vancouver, BC V6E 4G1  
Fax : (604) 685-7611

**Attention:** Laura Track