



JOB POSTING

Staff Lawyer – Atlantic Canada

Position Type: Fixed Term Contract (12 months), with the potential to develop into a permanent position

Status: Full-Time

Location: Remote / Home Based
The successful candidate will preferably be based in Newfoundland and Labrador or New Brunswick, but we will also consider candidates in Nova Scotia and PEI

Date Posted: October 30, 2020

Closing Date: November 20, 2020

An exciting opportunity has opened up for a talented, experienced lawyer to join our team. You will be based from your home in the Atlantic Provinces or Newfoundland and Labrador, but will work closely with colleagues in our Halifax Office.

Ecojustice is Canada's largest environmental law charity, and as a Staff Lawyer with us you will be at the cutting edge of environmental law: working with our team from across Canada in bringing strategic, game-changing public interest lawsuits and reforming Canada's laws to deliver lasting solutions to our most urgent environmental problems: the climate emergency, species extinction and the pollution of the air, water and soil on which human life depends.

A Staff Lawyer works as part of the Ecojustice program team to develop and conduct litigation and law reform files, on behalf of a broad range of clients. Staff lawyer duties also include a range of related tasks that contribute to our organizational effectiveness and are essential to ensuring our legal work has the maximum impact.

About Ecojustice:

Working with Ecojustice means joining a team of passionate, hard-working professionals. We strive to build a diverse, inclusive and respectful working environment, with a workforce that is reflective of modern Canada and where all employees are valued for their contributions to our mission.

Ecojustice is 100 per cent funded by individuals and organizations who share our values. To learn more about how we are building the case for a better earth, please visit: www.ecojustice.ca.

Diversity, Equity, Inclusion and Reconciliation at Ecojustice:

Ecojustice is committed to creating a diverse, equitable, and inclusive work environment. We welcome and value the contributions of individuals who identify as members of a minority or marginalized community, and encourage applications from Indigenous peoples, women, people of colour, and people with a disability.

Salary and Benefits:

Ecojustice offers a comprehensive total compensation package, which includes:

- Pay based on lawyer year of call. Our pay structure is competitive for the sector.
- Extended health and dental coverage for employees and their dependents;
- RSP matching program;
- Wellness spending account for every employee
- Family friendly workplace policies, including a generous annual vacation allowance (starting at 3 weeks and increasing to 6 weeks), annual Care Days for physical wellbeing, mental wellbeing, and caring responsibilities, Winter office closure, annual paid float days, parental leave top-ups, monthly personal paid time off, and a workplace culture with an emphasis on work life balance;
- Volunteering incentives, to enable all employees to give back to the communities and causes that they are passionate about.

About the Role:

As a member of the Ecojustice **Program** team, the **Staff Lawyer** plays a key role in:

Program Duties:

- Developing and carrying litigation files (minimum 2/3 of time) and law reform and other work (max 1/3) identified as priorities for Ecojustice;
- Participating as a team member on at least one of Ecojustice's three priority teams, including researching and developing files; contributing to development of priority team work-plans; helping to evaluate projects proposed to the team; and contributing to the work of the priority team(s);
- Keeping up-to-date on new developments in relevant areas of law, undertaking reasonable training to maximize expertise, and assisting program peers in training and maintaining the highest practice standards;
- Maintaining good standing as a lawyer;
- Acting in a professional manner in all external and internal relationships, including by providing constructive feedback to fellow program staff;
- Mentoring junior staff lawyers, students and/or volunteers (as appropriate);
- Supervising, collaborating with and/or enabling science staff to maximize their contribution to legal work;
- Supervising, collaborating with and/or enabling of program administrative staff;
- Cultivating relationships with current and future clients, experts and other members of the bar;
- Sharing with other program staff in administrative tasks, including interviewing new staff, supervising and mentoring students, and helping with responses to new case inquiries;
- Maintaining an up-to-date record of time and activities through timekeeping software, including reporting lobbying and political activity;
- Following policies and processes as set out in the Ecojustice Staff Policy Manual and Program Policy Manual; and

- Participating in regularly scheduled program and staff meetings;

Communication and Philanthropy activities

- Guiding, collaborating with and supporting communications staff to develop communication opportunities that support program goals and Ecojustice's mission, and participating as a spokesperson on behalf of Ecojustice and its clients;
- Providing information, updates and feedback to communications and philanthropy staff on an ongoing basis and as reasonably requested;
- Cultivates relationships with current and future foundations and individual donors; and
- Attending and participating at fundraising or other profile raising events (external/internal) including speaking engagements as can be reasonably accommodated.

Reports to Program Director, but ultimately is accountable to the entire program team.

About You:

Education & experience requirements

- Bachelor's degree, law degree and a member in good standing with the law society of one or more Atlantic Canadian provinces, with preference given to a member of the Law Society of New Brunswick or the Law Society of Newfoundland and Labrador.
- Litigation, ideally in one or more relevant practice areas such as environmental law, administrative law, or Aboriginal law.
- Litigation experience in criminal law or regulatory prosecutions would also be an asset
- Experience contributing to and working as part of a team.
- A minimum of 5 years of experience is required.

Knowledge required to perform duties

- Excellent technical/legal writing and communication skills;
- Flexible, adaptable, good judgment and uses discretion in dealings with sensitive information;
- Demonstrated litigation and negotiation skills; and
- Knowledge of the environmental sector, key issues and players.

Skills and abilities required to perform duties

- Dedicated to environmental protection;
- Communication: Able to explain legal and scientific information and concepts to general public;
- Group Work Skills: Commitment to work in a team environment, across disciplines, with individuals across Canada.
- Bilingual and qualified to practice law in English and French if located in New Brunswick

Application Process:

Interested applicants should submit their cover letter and resume online at: www.ecojustice.ca/careers no later than November 20th, 2020.

If you have any questions about this role, please contact Michele Hooey, People & Culture Advisor, by email at mhooey@ecojustice.ca