

Full-time Staff Lawyer

About the organization:

Luke's Place is an award-winning centre of excellence in family law support for women who have been subjected to intimate partner violence. We provide legal support services and summary legal services to hundreds of women and their children across Ontario every year and share our expertise with thousands of service providers.

Luke's Place conducts research to understand the impact of legal and related systems and processes on women's lives. We engage in advocacy to share these findings and improve these systems and processes. Luke's Place envisions a family law system that promotes healthy, safe families, living free from abuse and the threat of abuse.

Position Overview:

Luke's Place is seeking a family law lawyer to assist with the delivery of our Legal Services and Knowledge Mobilization initiatives. The lawyer will work closely with our Legal Director and frontline team to help us expand the organization's capacity to deliver limited scope legal services, develop resources and deliver training on issues of intimate partner violence and family law. This position requires delivery of in-person services at our Oshawa office, in-person appearances at the Durham courthouse and availability for travel across Ontario from time to time for delivery of in-person training sessions.

The ideal candidate has a connection to our guiding principles (outlined below) and a passion for our cause.

Primary Responsibilities:

- Delivering limited scope family law legal services to women;
- Providing mentorship and support to staff, students and volunteers;
- Creating, updating and delivering virtual and in-person training for family court support workers, service providers, lawyers and/or volunteers on issues of intimate partner violence and family law;
- Creating and updating legal workshops and written resources and tools for women, family court support workers, service providers, lawyers and/or volunteers on issues of intimate partner violence and family law;
- Completing legal research and writing, including both formal (e.g. papers) and informal writing (e.g. blog posts);
- Building relationships with community partners and legal stakeholders;
- Participating in strategic litigation initiatives.

Requirements and Qualifications:

- Be a member in good standing with the Law Society of Ontario and be LawPro insured.
- Have at least three years of work experience as a family law lawyer, or two years experience as a family law lawyer combined with other relevant experience.
- Be familiar with Ontario family law legislation and case law, including the *Divorce Act*, the *Children's Law Reform Act*, the *Family Law Act*, the *Family Law Rules* and evolving Provincial, Regional and local Practice Directions.
- Be ready to work as part of a multi-disciplinary team that includes lawyers, family court support workers, senior staff and others.
- Proven understanding of gender-based violence consistent with a trauma-informed and feminist, intersectional approach.
- Have strong interpersonal and communication skills.
- Have demonstratively strong written and oral advocacy skills.
- Have experience delivering training or presentations and writing legal resources.
- Have strong legal research skills.

Our Guiding Principles:

These are the core values that we operate under and the base expectations we all hold each other accountable to. They give some context to how we work independently as well as together.

- Women and their children have the right to be safe, and family law should promote and provide this safety.
- Addressing violence against women requires an intersectional feminist approach.
- Women's stories of their lived experience shape and direct our work.
- Violence against women is a global social reality. Ending it is a global social responsibility.
- Our direct service work grounds our knowledge mobilization work and our systemic advocacy.

What We Offer:

- A flexible work environment that allows for work/life balance;
- Salary range of \$72,000 - \$74,000 and competitive vacation entitlement;
- The opportunity to become a member of a dedicated and passionate team working innovatively to address critical needs in the community.

Our Hiring Process:

- Step 1: A video/phone call with our HR Resource. In this call, we will cover the basics of the role and our organization, and discuss a high level overview of your past experiences, goals, and interest in this role.

- Step 2: An in-person interview with our Executive Director and Legal Director to dive deeper into your experiences, goals, and style.
- Step 3: References & Offer.

Application:

Luke's Place, in accordance with its gender responsive anti-oppressive framework, welcomes and encourages applications from women, especially within equity seeking groups. We use the term women to include all self-identified women including two-spirited, non-binary, cisgender or transgender women.

We are committed to creating a diverse and inclusive environment, so we strongly encourage you to apply even if you don't believe you meet every single qualification outlined but read this posting with excitement.

Priority will be given to candidates with experience related to Violence Against Women.

Luke's Place is an equal opportunities employer and provides accommodation during the recruitment process. Should you require any accommodation, please indicate this on your application and we will work with you to meet your accessibility needs. For any questions, suggestions or required documents regarding accessibility in a different format, please contact us at **careers@lukesplace.ca**.

Interested candidates are invited to submit a letter of interest along with their resume in confidence to the attention of Emily Murray, Legal Director, at **careers@lukesplace.ca**. Applications will be reviewed as received. Only those candidates selected for an interview will be contacted. No phone calls please.