

STAFF LAWYER POSITION - PERMANENT
Social Assistance Team

Note: Depending on the candidate's experience, this position may involve team leadership responsibilities

SCLS is a non-profit community based legal clinic funded by Legal Aid Ontario. We provide clinic law services to low income individuals in a culturally diverse community. Our work includes individual case work, public legal education, law reform, and community development activities mainly in the areas of residential tenancy law, income maintenance law, immigration law, and workers' rights.

We are looking for an enthusiastic lawyer to provide legal services to low income individuals and groups in all areas of social assistance law.

Duties and Responsibilities

Casework

- Provide summary advice, brief services, and casework in all aspects of social assistance law matters
- Conduct legal research for the purpose of collaborating with our social assistance law team
- Undertake court appeal, judicial review, and other complex legal actions in all aspects of social assistance matters as approved by the Executive Director
- Provide summary advice, brief services, and casework in other areas of law practiced by the Clinic as might be required

Law Reform, Community Organizing

- Identify and carry out law reform and community organizing initiatives in collaboration with the social assistance team
- Represent the Clinic to community groups by providing resources and expertise on social assistance issues
- Monitor policy changes, government initiatives, research studies, reports etc. on social assistance related matters that have an impact on, and implications for, our client community
- Carry out the law reform and community organizing duties described above in other areas of law practiced by the Clinic as might be required

Public Legal Education

- Speak to community agencies and community members on social assistance issues, clinic services, and other topics within expertise
- Write, edit, and review clinic produced PLE materials on social assistance law
- Carry out the public legal education duties described above in other areas of law practiced by the Clinic as might be required

Note:

If the candidate has more than five years of relevant legal practice, they may have team leadership responsibilities:

Team Leadership Responsibilities

- Oversee the legal work of social assistance team
- Support the Executive Director in setting the direction of the social assistance team
- Provide service delivery reports to the Executive Director
- Chair social assistance team meetings

Qualifications and Experience

- You must be a lawyer in good standing of the Law Society of Ontario, with at least one complete year of relevant legal experience.
- You must have more than five years of experience to complete team leadership responsibilities.
- You must have sound knowledge of relevant legislation including the *Ontario Works Act*, *Ontario Disability Support Program Act* and the *Canada Pension Plan*.
- You have experience litigating matters before administrative tribunals or courts. Experience at the Social Benefits Tribunal is an asset.
- You have strong advocacy skills and the ability to evaluate legal issues and exercise sound judgment.
- You have a demonstrated commitment to social justice and working for positive social change on issues that affect low income individuals and groups.
- You have the strong communication and interpersonal skills that are needed to address the needs of clients from a variety of social and cultural backgrounds.
- You have a collaborative work approach and the ability to work well in a team based environment.
- Knowledge in other areas of clinic law and the ability to speak a second language are assets.

Terms of Employment

This is a unionized, permanent full-time position that is part of the OPSEU bargaining unit and subject to the Collective Agreement.

Salary Range:

Staff Lawyer with 1 – 5 years of experience: \$76,000 - \$84,385

Staff Lawyer with team leadership responsibilities (requires more than 5 years of experience):

Salary range starts at \$87,750

The salary ranges above are reflective of 2024-2025 salary ranges and are under review for 2025-2026, subject to Collective Bargaining.

The compensation package includes a comprehensive health and dental benefits package and membership in DBPlus CAAT pension plan.

We have a Remote Work Policy that permits a hybrid work arrangement for this position after completion of a six month probationary period.

How to Apply

All applicants are asked to submit the following documents in PDF format:

- a cover letter
- resume,
- contact information for two professional references

Please apply using this link:

- https://scls.factorialhr.com/job_posting/262305

The deadline for applications is September 19, 2025. Applications will be reviewed on a rolling basis.

Additional Information

We thank all applicants for their interest however only those selected for an interview will be contacted.

SCLS welcomes applications from diverse individuals who self-identify on the basis of any of the protected grounds under the *Human Rights Code*. Lived experience and intersectional identities are merit factors for hiring for this position. We are committed to full compliance with the *Human Rights Code*, the *Accessibility For Ontarians With Disabilities Act*, the *Occupational Health and Safety Act*, and all other applicable legislation. We will provide accommodation during the hiring process upon request. Information received relating to accommodation measures will be addressed confidentially.

We encourage candidates to learn more about the land on which we live and the nations who have been the stewards of this place since time immemorial, including the Mississaugas of the Credit First Nation and the Chippewa, the Wendat, and the Haudenosaunee Confederacy. Please see scarboroughcommunitylegal.ca/thisland for more from which to learn.