



Hamilton Child and Family Supports

Soutien aux enfants et aux familles de Hamilton

EMPLOYMENT OPPORTUNITY

Hamilton Child and Family Supports was established in 1894 as a not-for-profit charitable organization, mandated under the *Child, Youth and Family Services Act of Ontario*, focusing on the well-being and protection of children. The organization is committed to the strengthening of families, while valuing diversity and promoting equity.

We are dedicated to building a workforce that reflects the diversity of the community in which we live and serve. The organization encourages applicants from all qualified individuals.

We are currently seeking a skilled and committed individual to join our team as a:

CHIEF LEGAL COUNSEL

Existing Vacancy

Permanent Full Time (34 hours per week)

\$128,689 - \$156,569

Reporting to the Executive Director, the Chief Legal Counsel is responsible for the direct supervision of the organization's lawyers and oversees the day-to-day activities of the Legal Department. The Chief Legal Counsel provides legal consultation and acts as Legal Counsel in CYFSA and service-related matters as required.

Major Responsibilities:

- Provide input into the organization's strategic plan, as a member of the Senior Management Team;
- Implements legal service programs aligned with the organization's strategic plan, vision and goals;
- Ensures Legal Counsel team is seeking to understand the families' experience and takes child's perspective into consideration;
- Utilizes service data to support and drive outcomes related to the strategic direction of the organization;
- Instills deeper understanding of the integration of the Signs of Safety and the ADR philosophies and frameworks;
- Advises, monitors and mentors Legal Counsel in all aspects of planning, organizing and delivering legal services;
- Creates interpersonal collaboration and partnering within the Legal Counsel Team and across the organization, within the Grand River Zone and at the provincial table;
- Creates opportunities for Legal Counsel team to participate in interprofessional debriefs, training and networking opportunities;
- Designs and implements case assignment models to support an integrated legal service as well as supporting equitable case assignment;
- Provides updates on relevant case law, legislative changes, recent decisions, etc. and provides summaries to the Legal and Senior Management Teams.

Key Qualifications:

- Bachelor of Law Degree and membership in good standing of the Law Society of Upper Canada;
- Minimum 5 years of experience representing children, parents or a Children's Aid Society in CYFSA or Family Law proceedings preferred, with a minimum 2 years in a similar management role;
- Advanced knowledge in case preparation, presentation and litigation techniques and alternative dispute resolution strategies;
- Advanced knowledge of legislation governing child welfare including CYFSA and related statutes and OACAS standards;
- Good knowledge of relevant CAS/industry computer applications i.e. CPIN and Caseworks.

As an employer, Hamilton Child and Family Supports is committed to:

- *A culture of inclusiveness and diversity reflecting our diverse service recipients, staff, and community alike.*
- *Providing barrier-free and accessible employment practices.*
- *In accordance with the Ontario Human Rights Code providing accommodation supports during the selection and interview process if required.*

All employees of the organization are expected to demonstrate respect, empathy, and accountability to the children and families we serve and each other.

Interested applicants must submit a current resume to careers@hamiltoncfs.ca or by Fax: (905) 522-1089, clearly indicating the Job Posting Number (**File 002/26**) by February 9, 2026.

HCFS does not utilize Artificial Intelligence (AI) technologies in our recruitment or selection process.