



INCOME SECURITY ADVOCACY CENTRE  
Centre d'action pour la sécurité du revenu

1500 – 55 University Ave.  
Toronto, ON M5J 2H7  
Tel: 416-597-5820  
Fax: 416-597-5821  
Toll-free: 1-866-245-4072  
Email: [info@isac.clcj.ca](mailto:info@isac.clcj.ca)

## JOB POSTING

The Income Security Advocacy Centre (ISAC) is a community legal clinic that specializes in advancing income security for Ontarians living with low-income. ISAC offers a unique opportunity to practice appellate, Charter, and human rights litigation as part of a team that also engages in policy advocacy, community education, and organizing. Visit us at [www.incomesecurity.org](http://www.incomesecurity.org).

ISAC is seeking a full time Staff Lawyer. This is a permanent, full time, unionized (OPSEU) position located at ISAC's downtown Toronto office. The preferred start date is February 26, 2024.

## WHAT YOU'LL DO

The primary role of the Staff Lawyer is to undertake strategic litigation aimed at expanding the legal rights, remedies, and benefits available to low income workers and people relying on income security programs. The lawyer will focus primarily on test case litigation in the area of income security with an emphasis on federal income security programs, including tax-system administered benefits, as well as employment law. The lawyer will work collaboratively with fellow staff, legal clinics, and community organizations to identify the legal and income security needs of the client community, and to implement law reform strategies.

This position reports to the Executive Director. Candidates must be able to work flexible hours, including some evenings and weekends. The working conditions may be hybrid, contingent on the needs of the organization.

## KEY RESPONSIBILITIES:

- Maintain knowledge of federally administered benefits, and various associated statutes and regulations to act as legal counsel on behalf of clients in formal settings (i.e. tribunals and courts, including tax court and appellate level courts);
- Provide legal advice and representation to clients before tribunals and courts, including appellate level courts;
- Participate in the clinic's law reform, public legal education, and outreach initiatives;
- Provide summary legal advice, community consultations, and stakeholder services.

## COMPETENCIES/REQUIREMENTS:

- Member in good standing with the Law Society of Ontario;
- 5-15 year of call preferred;
- Demonstrated commitment to social justice and an ability to work with a diverse network of partners, particularly low-income and historically marginalized groups;
- Excellent ability to collaborate and work as a team with other lawyers, policy, organizing, and support staff;
- Litigation skills including experience in appellate courts;

- Demonstrated analytical and legal research skills;
- Presentation and facilitation skills;
- Superior written and oral communication skills;
- Ability to work under pressure and meet tight deadlines with attention to accuracy and detail with minimum supervision.

**Assets:**

- French language proficiency;
- Test case and Charter litigation experience.

## **REMUNERATION AND APPLICATION PROCESS:**

This is a permanent position with an annual salary of \$86,282 - \$112,800, depending on relevant experience, plus 5.5% RRSP and group benefit package, subject to contribution and a waiting period.

Please send a cover letter and resume in one document to: [elena.koneva@isac.clcj.ca](mailto:elena.koneva@isac.clcj.ca), by January 15<sup>th</sup> with the subject line: Staff Lawyer Application.

ISAC is committed to an equitable, diverse, and inclusive workforce. We encourage applications from equity seeking groups including but not limited to women, individuals of Indigenous descent, persons with disabilities, members of racialized communities, people of diverse faiths and creeds, and people of diverse gender identities or expressions.

*We thank all applicants, however only candidates selected for an interview will be contacted. Candidates selected for an interview will be asked to provide two references and a writing sample in advance of the interview.*