

**Legal Counsel, Laurentian University
Sudbury, Ontario**

Laurentian University is searching for a Legal Counsel to support the operations of its General Counsel's Office.

The Organization

Laurentian University is located within the territory of the Robinson-Huron Treaty of 1850 and recognizes its placement on the traditional lands of the Atikameksheng Anishnawbek, as well as its proximity to Wahnapiatae First Nation.

The University serves over 8000 students and is one of two bilingual universities in the province of Ontario. Committed to its bilingual, tri-cultural mandate, Laurentian University offers an outstanding university experience in English and French with a comprehensive approach to Indigenous education. Laurentian's beautiful, forested campus is surrounded by fresh-water lakes, conservation lands and hundreds of kilometres of cross-country and hiking trails while situated in the geographic centre of Greater Sudbury, northern Ontario's major urban centre (population 160,000). Laurentian University has close and productive ties to Science North, SNOLAB, Health Sciences North and multiple post-secondary institutions.

Recently celebrating its 60th anniversary, Laurentian's vision for the future is as a university focused on the needs of the north and the communities it serves. The University prepares its graduates to be the next generation of leaders who bring innovative solutions to local and global issues, recognizing that experience is essential to the success of our graduates entering the workforce.

The Role

A member of the General Counsel's Office, the Legal Counsel reports to the University General Counsel and provides support to senior leaders, administration, and faculty on a variety of legal matters as may be directed. They are tasked with identifying practical solutions to the University's legal matters while demonstrating business practicality, sound legal judgment and an understanding of the unique features of the academy and Laurentian.

Key areas of oversight and responsibility are:

- **Privacy** – Responsible for matters related to privacy and access to information, policies, procedures, and adherence to related legislation.
- **Sensitive File Management** – Manage a range of complex and sensitive files that may involve ethical issues or impact the reputation of the University and members of the University community and careful judgement is required to prioritize these files and to act to minimize any potential liability.
- **Legal Services** – Supports Faculties and administrative units on a wide range of legal issues and works closely with those individuals who are leading portfolios that include legal liability, policy development and application, labour and employment law, and administrative law.

- **Legal Advice** – The Legal Counsel may also be tasked with providing legal advice in any of the following areas of law: business transactions, privacy & records management, procurement and contract law, risk management and insurance, immigration, advancement & trusts, copyright & intellectual property, pension & benefits, land & facilities use, labour & faculty relations, research & commercialization, health law, and occupational health & safety.

The Ideal Candidate

As the ideal candidate, you are an experienced lawyer with the ability to respond to complex legal situations involving many different areas of the law. You have a proven ability to work in a time sensitive, high volume work environment, demonstrating a strong attention to detail and compliance. You are a highly relational leader, with excellent interpersonal and communication skills including the ability to communicate effectively with senior leadership, and deliver clear reports concisely. You are capable of building trust with constituents and invested in the success of the community and the University. You have demonstrated success in the timely provision of legal services to various internal and external stakeholders in a complex, public environment.

Qualifications and Experience:

- A Law degree and eligibility to practice law in Ontario (must be a member in good standing, or eligible to become a member in an agreed upon timeframe, of the Law Society of Ontario).
- At least 4 years of experience related to the specified responsibilities, with preference given to candidates with experience in higher education or the public sector.
- Experience interpreting and explaining legal issues and providing practical advice to senior executives.
- Demonstrated experience in the development and/or review of policies, procedures, practices, and processes to limit legal exposure and manage risk.
- Knowledge of best practices in governance; ideally in an academic or broader public sector environment.
- Broad legal knowledge that is relevant in the context of higher education, including contracts, employment and labour, intellectual property, privacy, and human rights.
- Networking skills– to facilitate external relations with similar roles and legal organizations.
- Fluent bilingualism (French and English), oral and written, is preferred.

You are someone with:

- Exceptional communication skills, able to translate complex legal advice simply and succinctly for executives, the Board, and other members of the institution.
- Demonstrated skill in negotiation and experience in a unionized environment is an asset.
- Integrity and objectivity, with sound judgment combined with diplomacy and discretion.
- A credible, collaborative, and consultative leadership style with the ability to build strong, trusting relationships.
- Decisiveness combined with a facilitative style and the ability to effectively explain decisions and bring clarity to complex issues.

- A high energy level and the capacity to balance multiple priorities while being responsive.

Salary: Commensurate with experience

If you are interested in this opportunity, contact Debra Clinton at dclinton@kbrs.ca, Dr. Jennie Massey at jmassey@kbrs.ca, Kyle Steele at ksteele@kbrs.ca, or submit your full application package online at: <https://www.kbrs.ca/Career/16947>.

Employment Equity at Laurentian

Laurentian University is an inclusive and welcoming community committed to employment equity. Applications are encouraged from members of equity-seeking communities including women, racialized and Indigenous persons, persons with disabilities, and persons of all sexual orientations and gender identities/expressions.

Laurentian University is committed to providing an inclusive and barrier-free experience to applicants with accessibility needs. Requests for accommodation can be made at any stage during the recruitment process. Please contact accommodations@kbrs.ca to request accommodation.

All qualified persons are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be given priority.

To comply with federal laws, the University is obliged to gather statistical information as to how many applicants for each job vacancy are Canadian citizens / permanent residents of Canada. Applicants need not identify their country of origin or citizenship; however, all applicants must include one of the following statements: "I am a Canadian citizen / permanent resident of Canada"; OR, "I am not a Canadian citizen / permanent resident of Canada" in their cover letter. Applications that do not include this information will be deemed incomplete.