

## Indigenous Human Rights Legal Support BC Human Rights Clinic

### Full-time, defined-term contract (to March 31, 2026) with possibility of extension

The [Community Legal Assistance Society](#) (“CLAS”) is seeking an **Indigenous lawyer or legal advocate** committed to social justice to join our [Human Rights Clinic](#). While an Indigenous lawyer is preferred, Indigenous non-lawyers with legal training and relevant experience may also be considered.

Located on the unceded territories of the ʷməθkʷəy̓əm (Musqueam), Sk̓wx̓wú7mesh (Squamish), and səliłwətał (Tsleil-Waututh) Nations in what is now known as Vancouver, CLAS provides free legal services to disadvantaged people throughout British Columbia through five programs: the Mental Health Law Program, Community Advocate Support Line, Community Law Program, Stand Informed Program, and the BC Human Rights Clinic. This position is with the BC Human Rights Clinic (the “Clinic”).

Clinic lawyers and legal advocates advise and represent complainants throughout BC with human rights complaints filed with the BC Human Rights Tribunal (the “Tribunal”). The Clinic is funded by the Ministry of the Attorney General.

#### **ABOUT THE POSITION**

**CLAS will be hosting an Information Session about the position on Friday, May 3 at noon by Zoom.** Please email [careers@clasbc.net](mailto:careers@clasbc.net) if you would like to attend the Information Session and we will provide you with the link.

The Indigenous lawyer or legal advocate will advise and represent both Indigenous and non-Indigenous complainants before the Tribunal, with a focus on providing culturally appropriate legal services to Indigenous clients.

The position may involve travel within BC. A valid driver’s license is required. Applications from candidates residing outside the Lower Mainland and prepared to work 100% remotely will be considered.

Reporting to the Clinic Director, the successful candidate will perform the following duties:

#### **Legal Services**

- Provide client-centered, trauma-informed legal advice and representation to complainants involved in the BC human rights complaint process including, but not limited to: settlement negotiation and mediation; disclosure of documents; preliminary applications; legal research and submissions; witness preparation; retaining experts; and preparation for and representation at Tribunal hearings;

- Assist Indigenous clients in particular by providing culturally appropriate, relevant, and sensitive legal information, advice, representation, and referrals;
- Negotiate creative, effective, fair resolutions to human rights complaints where possible, including by exploring and using Indigenous laws, legal orders, and approaches to dispute resolution where appropriate;
- Work collaboratively with other Clinic staff in pursuing the goals of the Clinic;
- Advise and represent complainants in human rights cases involving complex or systemic issues, including matters raising issues related to Indigenous laws (e.g., their content and application), with a view towards expanding human rights law and practice; and
- Provide information about human rights law and referrals for complainants, including to other agencies.

### **Public Legal Education**

- Provide education and training on human rights, relevant Indigenous laws and practices, and related matters to the public;
- Prepare and present at speaking engagements on human rights, in particular on Indigenous laws and their applications in human rights procedures, for various groups including at workshops and conferences for members of the bar;
- Participate in community consultations and advisory committees to advance human rights law, in particular Indigenous laws and approaches, and improve access to justice in the area, especially for Indigenous Peoples; and
- Act as a resource in human rights law to other lawyers and advocates throughout the province.

### **ABOUT YOU**

You are First Nations, Métis, and/or Inuit, and can confirm this through documentary or oral evidence. You have a demonstrated commitment to social justice and human rights, and a strong desire to serve people who have experienced disadvantage with vigour, compassion, and integrity.

You are either a practicing lawyer of **one to four years of call**, in good standing with the Law Society of British Columbia, **or you have legal training and significant relevant experience**. This could include training and experience gained outside of Canada. Examples of relevant experience include: legal advocacy; mediation or alternative dispute resolution experience; work in other types of legal proceedings; and direct service provision to marginalized communities.

### **Other Requirements of the Position**

- Solid knowledge of the BC *Human Rights Code*, the human rights complaint process, and human rights jurisprudence;
- Experience working with Indigenous Peoples;
- Awareness and understanding of human rights issues affecting Indigenous Peoples in particular;
- Understanding of current trends and challenges in human rights law as well as the ability to identify areas of opportunity to advance the law;
- Understanding of and sensitivity to the particular needs of Indigenous clients;

- Ability to communicate sensitively and effectively with the Clinic's diverse clientele and with people facing disadvantages such as poverty, mental health challenges, incarceration, and disabilities;
- Proven negotiation and dispute resolution skills;
- Strong presentation skills and the ability to represent the Clinic at events and conferences; and
- Interest in developing a reputation as an authority in the human rights area and, in particular, in Indigenous laws and practices.

### **Assets for the Position**

- Experience litigating cases before courts or tribunals;
- Experience with cases involving a complex legal analysis or systemic component;
- Solid knowledge of the principles of administrative law and the laws of evidence;
- General knowledge of employment and labour law, workers' compensation, and other income assistance benefits;
- General knowledge of workplace issues and employment disability coverage; and
- General knowledge of Indigenous laws, practices, and approaches to dispute resolution.

### **COMPENSATION**

Starting salary range is between \$66,815 and \$73,010 for lawyers, depending on year of call. Starting salary range for non-lawyer legal advocates is between \$57,340 and \$59,640.

CLAS offers an excellent employment package including medical, dental and extended health benefits., a pension plan, fifteen paid annual sick days, a generous vacation allowance and bonus days off during the holiday season. CLAS has a hybrid work model of working remotely as well as in the office.

### **APPLICATION DETAILS**

The posting will remain open until a successful candidate is selected. Interviews will be conducted on a rolling basis. Interested candidates are encouraged to submit their application promptly.

The preferred start date is in late May or June.

Please submit a CV and cover letter **in PDF format** to **careers@clasbc.net** or to:

Community Legal Assistance Society

300 - 1140 West Pender Street

Vancouver, BC V6E 4G1

Fax : (604) 685-7611

**Attention: Laura Track**

*CLAS strives to create a diverse and inclusive workplace. A workplace that reflects the diversity of the communities we serve strengthens our ability to achieve our mission.*

*We strongly encourage applications from members of communities that face discrimination and disadvantage. In order to achieve a representative team, preference may be given to First Nations, Métis, and/or Inuit applicants who also self-identify as a member of one or more disadvantaged groups including persons with disabilities and LGBTQ2S+ people. We encourage applicants to self-identify in their application if they feel comfortable doing so.*