



African Nova Scotian Justice Institute (ANSJI) is accepting Expressions of Interest letters for a Staff Lawyer to provide legal advice and oversee public education initiatives provincially to African Nova Scotians.

ANSJI MANDATE

To address issues of systemic racism in the criminal justice system that negatively impact African Nova Scotians while ensuring fair, legal and constitutional treatment of all African Nova Scotian community members.

ANSJI VISION

To create programs and services that adequately address institutional racism faced by African Nova Scotians and their families when dealing with human rights complaints, the justice system, all forms of law enforcement and incarceration. The ANSJI will be a place African Nova Scotians can turn to when seeking legal advice, guidance and advocacy that understands African Nova Scotians as a distinct people. Government, non-governmental organizations, academic institutions, and community groups will look to the ANSJI as a leader in legal research, advocacy and education on justice issues affecting African Nova Scotian communities.

JOB SUMMARY

Reporting to the Senior Legal Counsel, the Staff Lawyer will provide free independent legal information and advice to ANSJI's target population. The lawyer will assist persons in navigating informal and formal legal processes in Nova Scotia, with a focus on human rights, employment discrimination, and policing issues. The lawyer will assist in providing access to justice as persons navigate legal and quasi-legal bodies such as the Office of the Police Complaints Commissioner, local police boards, the Commission for Public Complaints against the RCMP and applications to the Human Rights Commission of Nova Scotia or the Canadian Human Rights Commission.

The staff lawyer will also oversee initiatives related to research, public legal education and support. ANSJI seeks to partner with relevant organizations and institutions to create self-help



guides and pre-recorded advice sessions, co-host workshops, lectures, and engagement opportunities, and youth led programming and peer training.

*** Please note that while this position requires the individual to be a lawyer in good standing with the Nova Scotia Barristers' Society, they will not be engaging in any litigation as part of the duties of this role.

Key responsibilities of the ANSJI Staff Lawyer:

- Provide free independent legal information and advice to ANSJI's target population;
- Assist persons in navigating informal and formal legal processes in Nova Scotia, with a focus on human rights, employment discrimination, and policing issues;
- Oversee initiatives related to public legal education and support;
- Assist Senior Legal Counsel in preparing written and oral submissions before both tribunals and courts on behalf of ANSJI clients;
- Maintain organized legal files, documenting all work in an electronic database; and
- Work with the senior team to develop policy and legislative advocacy position papers for the ANSJI.
- Conduct research as required

Qualifications and Skills

- Demonstrated knowledge and understanding of African Nova Scotians as a distinct people as well as social issues affecting the community;
- 3 years of experience practicing law in social justice litigation and/or policy reform;
- Must be a practicing member of the Nova Scotia Barristers Society in good standing (or the potential to become a practicing member);
- Experience overseeing the work of law students and/or legal professionals;
- Strong legal writing, analysis and oral-advocacy skills;
- Firm understanding of processes associated with challenges under the Human Rights Act of Nova Scotia and relevant case law;
- Courtroom litigation and/or tribunal written and oral advocacy experience;
- Ability to maintain a high level of confidentiality and exercise discretion when necessary;
- Ability to work independently and collaboratively in an open team environment;
- Excellent knowledge of Microsoft Office and related programs; and



- Successful applicants are required to provide a Criminal Record Check (including Vulnerable Sector Search) before starting employment and assume any associated costs as a condition of employment.

ANSJI values the experience of rural and urban applicants and encourages applicants throughout the province to apply as a remote/hybrid working environment will be supported.

The ANSJI Staff Lawyer will be a contract position until March 31, 2025. Compensation will be \$70,000-\$90,000 yearly, 14 days' vacation and medical insurance which is in the process of being finalized. ANSJI is open and willing to discuss and negotiate secondments, reciprocal arrangements and leave. We invite all expressions of interest. If you are interested in this position please submit your expression of interest to the ANSJI Operations Manager, Sarah Upshaw, at sarah.upshaw@ansji.ca **subject line: Staff Lawyer Position**, no later than Midnight on October 16th, 2022.