



Staff Lawyer

Position Specifics

Position type:	1 yr contract with potential for renewal
Reports to:	LAND Founder and Legal Counsel Kerrie Blaise
Location:	North Bay, Ontario
Salary:	\$74,000
Deadline:	Friday September 26, 4pm ET
Start date:	As early as October 6, 2025
Benefits:	3 weeks vacation + 1 week personal/wellbeing days

Our Work and Commitment

Legal Advocates for Nature's Defence (LAND) is an environmental law organization that advocates for nature's protection and the upholding of Indigenous rights, including the advancement of Indigenous-led conservation efforts. We are the only non-profit based in Northern Ontario to provide pro bono legal services to individuals and communities on urgent matters of Indigenous rights violations and environmental injustices.

LAND is committed to having an equitable, respectful and accessible work environment. We value diversity in our work environment and strive to create a work culture which is inclusive, positive and collaborative.

Position Overview & Requirements

If you are looking to pursue a career in public interest environmental law with a team that is passionate about using the law to protect nature and honour Indigenous sovereignty, we encourage you to apply for our staff lawyer position.

Legal Advocates for Nature's Defence

PO Box 754, Callander, ON P0H 1H0
info@naturesdefence.ca | www.naturesdefence.ca

This position is a full-time, one-year contract position with the potential to be extended or become permanent. You must reside in Northern Ontario in the district of Nipissing or Sudbury and be a new entrant into the workforce.

This position is funded in part through a Northern Ontario Heritage Fund Corporation (NOHFC) initiative.

Key Duties and Responsibilities

The primary responsibilities of this role are to:

- Advance access to justice through legal research and the creation of public legal education materials on the topics of Indigenous rights and environmental law
- Develop and draft culturally appropriate public legal education resources, including legal toolkits
- Deliver in-community legal education workshops on the topics of environmental and Indigenous rights
- Engage with members of the public who are affected by environmental injustices
- Write and publish on the topics of environmental justice and Indigenous rights
- Participate in law reform activities, including the writing of comments or drafting of
- recommendations to the legislature on matters affecting the environment and Indigenous rights
- Promote knowledge and services that help people understand the law and its use, to improve their lives

Qualifications

The ideal candidate will have:

- A licence to practice law in Ontario as a member in good standing with the Law Society of Ontario

- 0–2 year call with experience drafting legal documents, including research memorandum, briefing notes, submissions to government and advice to clients on matters of consultation, rights and Indigenous/environmental law generally
- Personal commitment to advancing Indigenous rights and environmental justice with demonstrated experience in these fields an asset
- Strong research skills and excellent oral and written communication skills applicable to a range of audiences, including lawyers, members of the public and those where English is their second language
- Excellent interpersonal skills, including an ability to effectively listen to clients, colleagues and members of the public
- Demonstrated experience and enjoyment of public speaking roles, including in live and online formats
- Comfortable using audio-visual equipment for speaking events
- Proficient with Microsoft Office, Google and social media platforms
- Confidence in working with a team and independently
- Ability and willingness to travel to fly-in, Northern communities

It would be beneficial to have:

- Experience working for Indigenous communities or individuals, including on matters of Indigenous-led conservation
- Familiarity with the principles of environmental justice and those set out in UNDRIP
- Experience participating in consultations, negotiations or public advocacy roles
- Familiarity with Crown consultation obligations
- Experience working opposite federal or provincial governments or industry
- Knowledge of ecosystems, ecological science or Indigenous Knowledge
- Knowledge of administrative, constitutional, international, natural resource or environment law
- Knowledge of Aboriginal law and awareness of Indigenous legal traditions

Application Process

LAND is committed to fostering a culture of inclusion and diversity that respects and

embraces unique backgrounds, perspectives, experiences, and talents of all individuals.

We encourage all applicants with an interest in meaningfully contributing to LAND and our mandate to submit a cover letter, CV including two references, and a writing sample not exceeding 3 pages in a single attachment in PDF format to info@naturesdefence.ca by 5pm on September 26, 2025.

Interviews will commence immediately following the application deadline.

While we thank all applicants for their time spent in applying, only short-listed candidates will be contacted. LAND will keep all other candidates on file for future consideration.

This opportunity is proudly supported by Northern Ontario Heritage Fund Corporation and is funded through the Workforce Development Program. Eligibility requirements of the program can be found here:

<https://nohfc.ca/en/pages/programs/people-talent-program/workforce-development-stream>

