

Position: **Staff Lawyer**
Status: Full-time Contract
Opening Date: September 1, 2026
Location: Nokiiwin Tribal Council

Posting Reference #: NTC-2026-26
Contract End Date: March 31, 2029
Closing Date: September 18, 2026
Hours of Work: 35 hrs/wk
Hourly Rate: Pursuant to current wage grid

Join Nokiiwin Tribal Council as we proudly enter our 20th year of operation! We are a dynamic non-profit organization dedicated to empowering and supporting our member First Nation communities through programs in governance, health and safety, finance, justice, economic development, planning, technical services, and education. Guided by the cultural wisdom of the Seven Sacred Teachings—Love, Bravery, Respect, Honesty, Truth, Wisdom, and Humility—we foster a respectful and inclusive workplace that prioritizes physical, psychological, and cultural safety. Be part of a meaningful journey toward community well-being and unity.

Nokiiwin Tribal Council is seeking a **Staff Lawyer** who will provide culturally responsive legal services, advocacy, and legal education to Indigenous individuals, families, and member First Nations served by Nokiiwin Tribal Council. Working within a multidisciplinary Access to Justice team, the Staff Lawyer promotes equitable access to justice through legal representation, community engagement, restorative approaches, and collaboration with Indigenous communities, leadership, service providers, and justice sector partners. This position requires a strong commitment to reconciliation, cultural humility, and trauma-informed legal practice.

Key Responsibilities:

- Provide legal advice, representation, advocacy, and support in criminal, family, child welfare, and related legal matters for First Nation communities and members.
- Promote access to justice through culturally relevant legal services, community outreach, public legal education, and advocacy that address systemic barriers affecting Indigenous peoples.
- Deliver summary legal advice clinics and support community members in navigating court processes, legal proceedings, and access to legal representation.
- Support restorative and Indigenous justice initiatives by identifying diversion opportunities, facilitating referrals, and participating in restorative justice and Gladue-informed approaches.
- Provide legal guidance and education regarding family law, child welfare, customary care, Indigenous rights, and relevant legislation, including the Child, Youth and Family Services Act.
- Develop and deliver Public Legal Education Programs (PLEP) that increase legal awareness and understanding within First Nation communities.
- Build and maintain collaborative relationships with First Nation leadership, community members, Elders, service providers, courts, legal professionals, and justice-sector partners.
- Apply culturally safe, trauma-informed, and client-centred legal practices while incorporating Indigenous knowledge, traditions, and community values into service delivery.
- Support community-based justice and advocacy initiatives by providing legal consultation to community workers, Band Representatives, leadership, and justice committees.
- Maintain accurate records, case files, statistics, and reports, and analyze program data to support service planning, accountability, and funding requirements.
- Prepare reports, funding proposals, work plans, and briefing materials, ensuring compliance with program objectives, funding agreements, and organizational requirements.
- Participate in professional development, cultural competency training, and organizational planning activities that support reconciliation, Indigenous self-determination, and continuous improvement of legal services.

Cultural Competency and Awareness

- Demonstrate a strong commitment to reconciliation, Indigenous self-determination, and culturally responsive service delivery.
- Apply culturally safe, trauma-informed, and client-centred approaches when providing legal services and advocacy support.
- Maintain knowledge and understanding of Indigenous history, cultures, traditions, governance systems, and contemporary issues affecting First Nations communities.
- Recognize and understand the impacts of colonization, residential schools, the Sixties Scoop, intergenerational trauma, and systemic barriers within the justice system.

- Support and incorporate Indigenous approaches to justice, including restorative justice principles, Gladue considerations, and community-based conflict resolution practices.
- Build respectful and collaborative relationships with First Nations leadership, Elders, Knowledge Keepers, community members, and partner organizations.
- Deliver legal education, advocacy, and support services in a manner that respects Indigenous cultural protocols, values, and community priorities.
- Promote equitable access to culturally relevant legal information and services for Indigenous individuals, families, and communities.
- Demonstrate sensitivity, professionalism, and empathy when supporting individuals affected by trauma, violence, child welfare involvement, mental health challenges, or substance use issues.
- Participate in ongoing cultural competency, anti-racism, and professional development training to strengthen knowledge, awareness, and service delivery practices

Qualifications and Skills:

- Post-graduate university degree in law (LL.B./JD) and a member in good standing with the Ontario Law Society of Ontario, undergraduate degree in Indigenous studies is an asset.
- Knowledge and experience of relevant criminal and family legislations
- Work effectively and respectfully as a team player.
- Must have excellent interpersonal and presentation skills.
- Must be able to communicate effectively and concisely, both orally and in writing
- Proposal writing experience is an asset.
- Demonstrated ability to provide services using a trauma-informed, strengths-based, and culturally safe approach while maintaining professional boundaries and ethical obligations.
- Must have sound judgment, superior negotiation and organizational skills, and the proven ability to work under tight deadlines.
- Proven analytical, problem solving, and decision-making abilities.
- Demonstrated knowledge of Indigenous history, cultures, traditions, governance structures, and contemporary issues affecting First Nations communities.
- Demonstrated understanding of the Truth and Reconciliation Commission Calls to Action, Gladue principles, Indigenous justice initiatives, and culturally relevant legal service delivery.
- Experience working with Indigenous communities, organizations, or clients is strongly preferred.
- Knowledge of Anishinaabe culture, traditions, and language is considered a significant asset.
- Must have a valid driver license and access to a vehicle as travel is required between First Nations and satellite courts.

Ready to make a difference?

Apply today and become part of our dynamic team!

Interested applicants are encouraged to **apply online at www.indeed.com** by **submitting a single PDF document** that includes their cover letter, resume, and three (3) professional references by:

4:00 PM September 18, 2026

We encourage all qualified candidates to apply for this position. Preference will be given to applicants who self-identify as First Nations, Inuit, or Métis, as part of our commitment to supporting Indigenous communities and advancing reconciliation.

Only candidates who meet the qualifications and are granted an interview will be contacted.

Nokiiwin is an equal opportunity employer and is committed to providing employment accommodation in accordance with the Canada Labour Code and Accessible Canada Act. If you require accommodation to apply or if selected to participate in an assessment process, please advise Human Resources.

Learn more at www.nokiiwin.com/work

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