
Job Posting – Staff Lawyer (September 2024)

Join our fight for justice: We are hiring a Staff Lawyer at Innocence Canada!

Are you passionate about justice? Do you crave an interesting, meaningful and fulfilling career? Do you want to change lives and help to correct the greatest wrongs in our legal system? Innocence Canada is looking for a dedicated and talented Staff Lawyer to join us and help to exonerate the wrongfully convicted!

ABOUT US: Innocence Canada is the only national non-profit organization dedicated to identifying, advocating for, and working to exonerate individuals who have been wrongfully convicted of serious crimes (generally homicides). Over the last 30 years, we have successfully exonerated 29 people who were wrongly convicted of crimes that they did not commit.

We are a national leader in public education and legal reform, regularly lending our expertise to academic institutions, the criminal justice system, government bodies and other legal entities.

YOUR ROLE: As a Staff Lawyer, you will play a crucial role in the organization's success. You will join a driven team of Staff Lawyers who review cases to uncover information and correct wrongful convictions. You will report to the Legal Director. Your responsibilities will include:

- **Casework:** Lead reviews of your assigned cases and work alongside senior counsel on their cases. You will lead and manage post-conviction investigations, working to uncover new and significant information which demonstrates that an individual has been wrongly convicted.
- **Legal Research:** Conduct in-depth legal research and analysis of complex cases.
- **Collaboration:** Recruit and work with forensic experts, private investigators, the rest of the legal team and senior counsel to build a compelling case. Work with the Legal Director to identify caseload management priorities and to ensure movement of files through the case management process.
- **Advocacy:** Engage in written advocacy alongside the Legal Director, Staff Lawyers, and/or senior counsel by drafting s. 696.1 applications to the Minister of Justice, judicial review applications, bail applications, and/or appeal facta.

WHAT WE ARE LOOKING FOR:

- Member in good standing of the Law Society of Ontario (or eligible to become a member) with experience in criminal law.
- Excellent written advocacy skills and experience drafting legal memoranda, complex applications, and/or facta.
- Experience with and/or understanding of the Canadian wrongful conviction review process.
- Strong legal research and analytical skills.

- Passion for fighting wrongful convictions and remedying injustices.
- Availability for hybrid work out of our downtown Toronto office.
- Assets: Appellate experience and/or the ability to work in French.

WHY JOIN US:

- Your work will make a difference! You will play a crucial role in exonerating innocent people and make a positive impact in lives of the wrongfully convicted and their families.
- You will work with a team of dedicated and committed professionals who share your passion for justice and are committed to making an impact.
- Great perks including:
 - A competitive salary: Starting salary of \$80,000 for a new call (negotiable for candidates with more experience).
 - Excellent benefits and an RRSP contribution plan.
 - Generous 4-week vacation policy
 - Opportunities for professional development such as attending CPD's and conferences

APPLY BY OCTOBER 31, 2024: Please address your application to the attention of Pamela Zbarsky, Legal Director at pzbarsky@innocencecanada.com. Your application package should include the following items in **one PDF document**.

1. Cover letter.
2. Curriculum Vitae.
3. Two reference letters.
4. 10-page legal writing sample (sole authorship and written within the last two years).
5. Law school transcripts (unofficial copies are accepted).

Note: Innocence Canada encourages applications from across Canada, but successful candidates must take steps to ensure that they are eligible to practice in Ontario. This is a hybrid position (remote/in-office).

Accommodation:

Innocence Canada is committed to providing a barrier-free work environment in compliance with the *Accessibility for Ontarians with Disabilities Act* and the *Ontario Human Rights Code*. As such, Innocence Canada will make accommodations available to applicants with disabilities upon request during the hiring process. If you require accommodation at any point throughout the application process, please reach out to Pamela Zbarsky via the email above.

Innocence Canada is an equal opportunity employer, and we strive to build a working environment within an anti-oppression framework where we are aware of and sensitive to structural oppression/privilege within our workplace and community. We are committed to diverse, inclusive hiring practices and encourage applicants of all backgrounds to apply.