KINA Gbezhgomi Child and Family Services **Posted: Nov 27, 2026**

Employment Opportunity

Location: Sudbury

Kina Gbezhgomi Child and Family Services (KGCFS) is a designated Child Welfare Service delivering Child Protection Services within seven member First Nations in the Districts of Sudbury and Manitoulin. KGCFS honours and supports our families' and community's inherent authority to care for their children based on unity, traditions, values, beliefs, and customs. **Preference will be given to Anishinaabe Candidates, please self-identify in your application.**

LEGAL COUNSEL

(1) FULL TIME POSITION

Salary Range: $107,557.25 - $132,281.19

Under the supervision of the Executive Director, the incumbent is responsible for providing legal services and consultation to Society staff on the application and interpretation of the CYFSA and all other relevant legislation.

QUALIFICATIONS

- Post-graduate degree in Law {LLB} or Juris Doctor (JD) and a member in good standing with the Law Society of Upper Canada.
- Minimum of three (3) years' practice experience in child welfare and family law, including trial experience. Supervisory experience an asset.

SKILLS, KNOWLEDGE, & ABILITIES

- Proven knowledge of First Nation communities' standards legislation, regulations, and Ministry standards (e.g. the CYFSA, the Family Law Rules, Ontario Courts of Justice Act) and other relevant federal and provincial legislation.
- Good understanding of the agency's values, service philosophy and objectives.
- Knowledge of social work theories, principles, and practices.
- Clinical knowledge of child maltreatment, child development, attachment and separation, and family dynamics.
- Solid leadership skills and highly developed organizational, research, negotiation, critical thinking, analytical, and decision making skills.
- Ability to mediate and negotiate effectively from an interest-based principled perspective.
- Outstanding litigation skills and experience handling consent and litigation matters.
- Demonstrated problem solving, planning, priority-setting, and conflict resolution skills.
- Demonstrated presentation skills to represent the society in the community and legal proceedings.
- Demonstrated knowledge of adult learning principles and skill in providing training.
- Demonstrated ability to work in a fast paced work environment and to deal with stressful situations.
- Demonstrated ability to work with a vulnerable population which includes working with clients who are dealing with mental health, addiction and poverty issues.
- Knowledge and proficient competence of computer software (e.g. Microsoft Office -Excel, Word and Frontline and Penlieu).

WORK ENVIRONMENT

- Given the traditional practices of the Anishinabek, from time-to-time exposure to wood smoke and the burning of sacred medicines, including tobacco, sweet grass, sage, or cedar, may occur within the work setting.
- **Candidates must live within service area or be willing to relocate**

DEADLINE: DECEMBER 11TH, 202 AT 4PM

Applicants are encouraged to visit our website at **www.kgcfs.org/employment** to review the full job description.

Please submit your application marked "Confidential –Legal Counsel". **Include in your application a cover letter, resume, and (3) three reference letters - two (2) employment related from recent employers.** Please also detail in your application: education, employment experience, and cultural participation. Applications are accepted and in the following order of preference by website, email, or in-person at

Human Resources – Confidential Legal Counsel
Kina Gbezhgomi Child and Family Services
Main Office - 98 Pottawatomi Avenue,
Wikwemikong, Ontario P0P 2J0
Fax: (705) 859-2195
Email: applications@kgcfs.org

KGCFS We are committed to providing a barrier-free work environment in accordance with the Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code. Accommodations are available upon request. Miigwetch for your application, however, only those candidates selected for an interview will be contacted. As a condition of employment, the successful candidate will be required to submit the following: satisfactory Criminal Reference Check (within 3 months of application date), Vulnerable Sector Check and Driver's Abstract.