



Job Posting: **Legal and Policy Advisor**
Department: Child and Family Services
Location: Charlottetown
Position: Permanent, Full Time 37.5 hours/week
Salary: \$130,000 – \$150,000 Annually
Deadline to apply: August 30, 2023

The Epekwitk Assembly of Councils, operating as the Mi'kmaq Confederacy of PEI (MCPEI) delivers quality programs and technical advice to the Abegweit and Lennox Island First Nations' Councils and the broader provincial Indigenous community. As a member of MCPEI's workforce the successful candidate will be offered a competitive salary, quality benefits, generous vacation, and a respectful, healthy, and safe place to work and grow as a professional.

The Role:

As part of its joint program and service mandate, MCPEI operates and maintains a Child and Family Services department, which provides support and prevention services on behalf of and to the two First Nations on Epekwitk (Prince Edward Island) - the Lennox Island and Abegweit First Nation Communities.

MCPEI Child and Family Services strives to provide a life of quality, well-being, caring and healing for Epekwitnewaq Mi'kmaq (Prince Edward Island Mi'kmaq) children and families in the First Nation Communities. This is accomplished by creating a service model that is culture-based and respects the values of the Mi'kmaq people, the extended family, and the right to self-determination through the integration of holistic, culturally based prevention services that are child centered, family focused and community driven.

Qualifications:

Education, Years of Experience:

- An LL.B. or J.D. from an accredited Canadian law school, with a minimum of 5 years' practice experience in the areas of family law and/or child and youth law

Primary Responsibilities:

Under the direction of the Program Coordinator of MCPEI Child and Family Services, and ultimately the MCPEI Executive Director, the Legal and Policy Advisor will provide legal advice and representation to MCPEI Child and Family Services and its staff on matters pertaining to its child welfare mandate and activities, as well as other related matters. The Legal and Policy Advisor shall:

- Establish and develop active working relationships and negotiations with the Chiefs, Councils and Community members of Abegweit and Lennox Island First Nations;
- Provide timely and informed legal advice to the Executive Director, Child and Family Services Program Coordinator, and staff of MCPEI Child and Family Services on the interpretation, drafting and application of legislation pertaining to child well-being, family law, and related or ancillary matters;

- Assist with the development of strategic directions, policies and processes for the implementation or improvement of MCPEI Child and Family Services programs and institutions;
- Providing professional development and public education on the role and function of MCPEI Child and Family Services, the Act Respecting First Nations, Inuit and Metis children, youth and families, and the United Nations Declaration on the Rights of Indigenous Peoples as it affects the Indigenous Mi'kmaq Communities of Epekwitk;
- Negotiate settlements and prepare binding legal agreements on behalf of MCPEI Child and Family Services and/or community members for issues pertaining to child well-being, family law and related or ancillary matters;
- Prepare cases for presentation in court by coordinating the gathering of all information and evidence, drafting pleadings, assisting workers to prepare affidavits, researching and drafting legal briefs and other documents for filing with the court, and preparation of witnesses;
- Present cases in the court on behalf of MCPEI Child and Family Services, including representation of MCPEI as the Indigenous Governing Body of Abegweit and Lennox Island First Nations;
- Participate in the presentation of training programs and legal advice clinics regarding legal matters and procedures for MCPEI Child and Family Services staff, foster parents, community leadership and others;
- Conducting legal research to inform MCPEI leadership of the Epekwitk First Nations' roles, responsibilities and authority pursuant to the Federal and Provincial child protection legislation;
- Actively pursue continuing legal education and legal research pertaining to Indigenous self-governance, child protection, family law, and other related areas;
- Assist in custody care agreements, mediation and adoption work on high risk cases;
- Working respectfully and efficiently, both independently and collaboratively, within the MCPEI community and promoting a team environment; and
- Other duties as required.

Knowledge and Skills:

- Experience in interviewing children, family members and service providers;
- Knowledge of child rights practices, emerging trends, progressive policy and practice developments provincially, nationally and internationally;
- Strong organizational, analytical and skills, including the ability to interpret, analyze and evaluate legislation, policy and reviewable services;
- Superior ability to effectively communicate verbally and in writing with a wide range of audiences;
- Ability to effectively summarize large volumes of knowledge and identify trends resulting from data/information analysis;
- Ability to develop and maintain effective working relationships with a wide range of audiences, including the ability to maintain an unbiased, impartial and non-confrontational stance at all times;
- Knowledge of the Provincial and Federal child protection legislation, the United Nations Convention on the Rights of the Child, and the United Nations Declaration on the Rights of Indigenous Peoples;
- Excellent time management and follow-up/monitoring skills;
- Ability to analyze and solve problems effectively and lead multiple projects or tasks; and
- Ability to contribute to an organizational culture of excellence, ethical and respectful behaviour.

Conditions of Employment:

- Legally entitled to work in Canada;
- Possess a valid driver's license, have access to a vehicle and be willing to travel throughout Epekwitk, as required;
- A member of the Law Society of Prince Edward Island;
- Willing to work on a flexible work schedule, including working outside of standard office hours, as required; and
- Provide a satisfactory Criminal Record Check, and Vulnerable Sector Check.
- Provide Covid-19 Vaccination Record

*Demonstrated equivalencies will be considered.

**Indigenous applicants will be given priority in accordance with the Aboriginal Employment Preference policy of the Canadian Human Rights Commission. MCPEI is committed to providing support and capacity building opportunities to Mi'kmaq individuals with the core competencies to take on positions such as this.

Please email your resume and cover letter to apply@mcpei.ca
with the Job Title, "**Legal and Policy Advisor**" in the subject line

or deliver resume to

ATTN: Human Resource Advisor
Mi'kmaq Confederacy of PEI,
8 Stan MacPherson Way, Suite 201
Charlottetown PEI C1A 0J7

Deadline to apply: August 30, 2023 at 3:00 PM.

We appreciate all those applying for this position and note that only those chosen for an interview will be contacted.