



JOB POSTING: Staff Lawyer, Respect at Work Legal Clinic

The Migrant Workers Centre (MWC) is seeking a dedicated, trauma-informed and organized Staff Lawyer to deliver legal services via our Respect at Work Legal Clinic, which supports newcomers who have experienced sexual harassment at work. Legal services will primarily be in the areas of immigration and employment law.

Start date: as soon as possible

Hours: 37.5 hours per week

Term: until March 31, 2024

ABOUT MIGRANT WORKERS CENTRE (MWC)

Founded in 1986, MWC is a non-profit organization that works to promote and advance access to justice for migrant workers by providing legal services, advocacy, research, public education, and engaging in law and policy reform initiatives. Our members include migrant workers working in low-wage jobs in the care work, agriculture, food processing, retail, and hospitality sectors, including migrant workers who have lost legal status in Canada. MWC envisions a society in which all workers are entitled to secure immigration status and access to fair, safe employment. We strive to advance the rights of migrant workers to equally participate in Canadian society and the Canadian economy.

Our office is located at 302-119 W Pender Street, on the unceded, ancestral, and traditional territories of the x^wməθkwəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and səliiwətaʔt/Selilwitulh (Tsleil Waututh) nations.

RESPECT AT WORK LEGAL CLINIC OVERVIEW

Since June 2019, MWC has partnered with Immigrant Services Society of BC (ISSofBC) to offer direct support to newcomers who have experienced workplace sexual harassment, through our Respect at Work Legal Clinic project.

This project has two components:

1. Legal advice and information: We provide legal advice, information, and referrals to newcomers in Canada. Our referrals are primarily to employment and settlement services and to emotional support and counselling.
2. Public legal education: We deliver trainings on workplace sexual harassment to newcomers and staff at community organizations that support newcomers, including ISSofBC.

JOB SUMMARY

This is a full-time (Tuesday – Saturday), fixed-term position with the Respect at Work Legal Clinic until 31 March 2024. The Staff Lawyer will provide pro bono legal advice and public legal education via this clinic to newcomers who have experienced sexual harassment at work and support other organizations working with survivors.

The Staff Lawyer will report to the Executive Director and will work collaboratively as part of an interdisciplinary team including the Respect at Work Staff Project Coordinator who will work part-time to support the project and funder reporting.

DUTIES AND RESPONSIBILITIES:

- Provide legal advice to individuals who have faced workplace sexual harassment
- Work with the project team to provide public legal education resources and presentations on workplace sexual harassment (some travel within the lower mainland and wider BC will be required)
- Build and maintain relationships with non-profit organizations and other key stakeholders to ensure effective planning and delivery of project activities across BC
- Provide referrals to other services in the community, as appropriate
- Deliver legal clinics in collaboration with ISSofBC and other community organizations
- Provide activity reports and statistical information for the purposes of reporting to funders

SKILLS AND KNOWLEDGE REQUIRED:

MWC staff come from a variety of backgrounds and we are eager to find people that bring lived experience in addition to formal qualifications to the role.

- Current member or eligible for membership of the Law Society of British Columbia
- Significant expertise in the legal rights and entitlements of individuals who have experienced workplace sexual harassment
- Contextual knowledge of workplace sexual harassment and experience delivering training and developing resources on the subject
- Excellent communication skills, both oral and written, and ability to communicate complex ideas effectively to a variety of audiences
- Strong understanding of trauma-informed practice
- Cultural awareness and ability to work with newcomers from various cultural communities
- Experience establishing and maintaining working relationships with community partners
- Experience working in the non-profit sector is an asset
- The ability to speak languages other than English is an asset

WHAT WE OFFER:

- Salary is between \$64,000 - \$93,691 per year, commensurate with experience and year of call.
- Coverage of Law Society of BC practice fees
- Professional development and training opportunities
- 20 days' vacation leave per year
- A paid winter holiday office closure in addition to vacation leave
- All provincial and federal statutory holidays
- Time off in lieu arrangements
- Up to 15 days paid sick leave and up to 5 days of paid bereavement leave per year
- An extended benefits package, which includes dental and extended health benefits
- A dog-friendly office building when on-site at MWC
- A staff team of diverse backgrounds who are committed to the rights of migrant workers and passionate about immigration/employment law reform

MWC is committed to the health and safety of our staff members, volunteers, and clients. Due to the ongoing COVID-19 pandemic, most staff members are working in a hybrid model. We anticipate that the Staff Lawyer will do a combination of remote-based and in-person work, subject to public health orders and guidance, MWC's own policies, and individual health needs.

HOW TO APPLY:

Please submit your resume and cover letter by email only, no later than Tuesday, January 10, 2023 at 11:59 pm to jon@mwcabc.ca, Attn: Acting Executive Director – Staff Lawyer.

While all applications are considered, only those applicants selected to be interviewed will be contacted.

We welcome and encourage applications from all individuals with relevant experience, including people from equity-seeking groups and those with lived experience of gender-based violence.