



## Don Valley Community Legal Services

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### TEEILS Employment Law Lawyer

Don Valley Community Legal Services (“**DVCLS**”) is a community legal clinic funded by Legal Aid Ontario. DVCLS provides free, clinic law services to persons of modest income in the areas of housing, immigration, employment law and income supports. We are located in Toronto, and our catchment area is bounded by Lake Ontario on the South to York Mills/401 on the North, and from Yonge Street/Don River on the West to Victoria Park Avenue on the East.

DVCLS is seeking an experienced lawyer to join our Employment Law Team on a full-time, permanent basis. The successful candidate will be an employee of DVCLS, but will provide legal services in employment law through Toronto East Employment and Immigration Legal Services (“**TEEILS**”).

TEEILS is a partnership between DVCLS and the four other general service clinics located east of Yonge Street: Scarborough Community Legal Services, West Scarborough Community Legal Services, Neighbourhood Legal Services and Willowdale Community Legal Services. The successful candidate will therefore provide employment law services to those clients living in the physical catchment areas of two out of the four TEEILS clinics.

More specifically, the successful candidate will provide legal advice and representation to clients primarily with respect to the Ministry of Labour, Ontario Labour Relations Board, Small Claims Court, and the Human Rights Tribunal of Ontario as well as handle Service Canada, Employment Insurance Board of Appeal and Social Security Tribunal matters. Periodic work relating to the Superior Court of Justice, the Canadian Industrial Relations Board and the Canadian Human Rights Tribunal may also occur. The candidate will also have the opportunity to collaborate with the community partners of both DVCLS and TEEILS to provide public legal education seminars and workshops, participate in law reform initiatives and community development projects.

In accordance with DVCLS’s hybrid workplace model, the successful candidate will be expected to work both remotely and in-person at the offices of DVCLS, and at two out of the four TEEILS clinics during their regular office hours. The position requires some travel within Toronto, and may require work to be performed outside of regular office hours.

The anticipated start date is August 2026.

**Qualifications:**

- A lawyer in good standing with the Law Society of Ontario
- 3 – 5 years of demonstrated legal experience advising and representing clients in matters related to employment, labour, and human rights law
- Working knowledge of the *Employment Standards Act, 2000*, *Human Rights Code*, *Occupational Health and Safety Act*, *Canada Labour Code*, *Canadian Human Rights Act*, *Employment Insurance Act*, and other ameliorative statutes pertaining to employment law
- Strong legal advocacy and research skills, and excellent written and oral communication skills
- Proficiency in M365, Adobe Acrobat DC and Zoom Workplace
- Ability to collaborate and work as a team with other lawyers, paralegals and support staff
- Ability to handle a full caseload, meet tight deadlines, maintain accuracy and attention to detail with minimal supervision
- Demonstrated commitment to working from an anti-oppression and social justice framework
- Experience working with a diverse range of clients from low-income and marginalized groups, including and in particular clients with mental health challenges
- Ability to diffuse tense situations and to assist people in crisis in a calming and helpful manner
- Ability to prepare and present public legal education seminars and workshops to the community using plain English
- Ability to work both remotely and in-person, and to travel to different work sites within Toronto

**Assets:**

- Prior experience working at a community legal clinic, and familiarity with Legal Aid Ontario's Clinic Information Management System
- Familiarity with resources and agencies in the communities serviced by DVCLS and TEEILS
- Fluency in French or a second language pertinent to serving the catchment areas of DVCLS and TEEILS

**Remuneration:**

- Salary Range: \$82,000.00 to \$115,000.00 based on year of call, experience and qualifications. The expectation is the salary will be on the lower end of the previously stated range
- Participation in DVCLS's group benefits plan and defined benefit pension plan
- Payment of the LSO annual dues invoice (as per commencement of employment)

**Applications:**

Applications must include a cover letter outlining relevant experience, a resume and a writing sample of up to five pages (opinion letter, research memo, factum etc.).

Applications should be addressed to the Hiring Committee, and may be submitted by email to [bhavin.bilimoria@dvcls.clcj.ca](mailto:bhavin.bilimoria@dvcls.clcj.ca).

The deadline for applications is 5:00 PM on Friday, July 17, 2026.

We thank all applicants for their interest, but we will only be contacting those selected for an interview.

DVCLS is committed to cultivating a diverse and inclusive workplace that reflects the diversity of our clients and the communities we serve. We encourage applications from equity-seeking groups, including but not limited to individuals who are of Indigenous descent, individuals who identify as LGBT2SQ+, persons with disabilities, members of racialized communities, people of diverse faiths and creeds, and women. DVCLS promotes the principles of anti-oppression and adheres to the tenets of Ontario's *Human Rights Code*. Please let us know if you have any accommodation needs regarding the submission of your application.