

LEGAL COUNSEL

The Ontario English Catholic Teachers' Association (OECTA), representing 45,000 teachers in Ontario's publicly funded Catholic schools, is seeking a passionate and experienced Legal Counsel to join our team. This role is ideal for a lawyer who thrives in litigation, has experience with regulatory hearings, Workplace Safety and Insurance Board (WSIB) matters, and policy development, and is committed to advancing equity and inclusion across the Association.

We are looking for someone who not only understands the legal landscape but also thrives in a dynamic work environment — someone energized by advocacy and excited to contribute to a collaborative, member-focused setting.

Principal Duties and Responsibilities

- Provide advice, guidance, and representation of members for the Association:
 - before the Workplace Safety and Insurance Tribunal (WSIAT); and
 - on Long Term Disability (LTD) issues, policies, and cases
- Conduct reviews of WSIB/disability claim files and provide legal opinions on WSIB claims, LTD policy matters, and return-to-work issues
- Provide advice, advocacy, and represent members for the Association, before the Ontario College of Teachers (OCT)
- Represent the Association before the Human Rights Tribunal of Ontario (HRTO)
- Represent the Association in the grievance/arbitration process
- Conduct merit reviews of claim files
- Prepare written submissions on behalf of teachers and the Association
- Represent members of the Association in formal legal proceedings related to the denial of benefits
- Provide advice to the General Secretary, Deputy General Secretary, and Human Resources on administrative and personnel-related matters
- Contribute to policy development and support Accessibility, Inclusion, Diversity, and Equity (AIDE) initiatives across the Association

Minimum Qualifications

- Member in good standing with the Law Society of Ontario
- Minimum of 5 years' experience in administrative, labour, and employment law
- Experience with WSIB claims and WSIAT proceedings
- Experience conducting hearings before administrative tribunals and civil trials in Superior Court
- Strong legal advocacy skills with the ability to work independently
- Strategic planning and problem-solving capabilities
- Excellent legal research and communication skills
- Ability to provide high-quality professional services within a democratic trade union context

- Self-motivated leader who works cooperatively and collaboratively
- Knowledge of the K–12 Catholic education system and union experience are assets
- Familiarity with the Education Act and related regulations and policies

Benefits

- Pension Plan
- Comprehensive Health and Dental Benefits
- Religious Holy Days
- Paid Vacation and Sick Days

Salary

Starting salary is \$182,000.

Application Process

Qualified candidates are required to submit a cover letter and résumé electronically to:

Mary Lachapelle

Deputy General Secretary

Email: careers@catholicteachers.ca

Deadline to apply is noon on November 25, 2025. Interviews will be held on or around December 1, 2025 in Toronto.

Self-Identification

OECTA is committed to employment equity and actively seeks to ensure a representative workforce. Applicants with lived experience as an Indigenous person or a member of an equity-deserving group are encouraged to self-identify in their cover letter.

Please consider answering the following:

1. Do you self-identify as First Nations, Métis, and/or Inuit?
2. Do you self-identify as a member of a Black community or racialized community?
3. Do you self-identify as a person living with a disability?
4. Do you self-identify as a woman, man or as gender diverse?
5. Do you self-identify as 2SLGBTQIA+ (Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual)?

Accessibility

In accordance with the Accessibility for *Ontarians with Disabilities Act* and all other applicable legislation, OECTA is pleased to accommodate individual needs for applicants with disabilities within the recruitment process. Please let us know if you require accommodation to ensure your equal participation.

We appreciate the interest of all applicants; however, only those selected for an interview will be contacted.