

**Position Profile**  
Executive Director and General Counsel  
Black Legal Action Centre (BLAC)

**Application Deadline: 5pm, September 16, 2023**

**About BLAC:**

Located in Toronto, and serving low/no income Black people in Ontario, the Black Legal Action Centre (BLAC) is committed to using law, public education and advocacy to eradicate anti-Black racism.

BLAC is funded primarily by Legal Aid Ontario (LAO) and governed by a volunteer Board of Directors, elected by members of BLAC. The Board is a policy Board, providing strategic direction.

Annual funding from all government sources in 2022/2023 was over \$1 million. As of March 2023, the staffing complement was approximately 10 employees.

**The Need:**

BLAC is emerging from a period of turbulence. BLAC's Board recently appointed an Interim Executive Director to help chart a new, stable, and resilient path for BLAC as it positions itself as a leading community champion for justice for Black people. Now, BLAC is seeking an energetic, passionate strategic thinker and change agent to lead BLAC into a future worthy of generations to come.

*BLAC is seeking a new Executive Director and General Counsel*

The Executive Director and General Counsel leads a team of legal and other staff and volunteers to ensure the implementation of BLAC's strategic plans, goals and objectives. Collaborating with the Board of Directors, the Executive Director will guide the overall legal services, operational, financial, facilities and staff management activities. The Executive Director will represent BLAC, champion the legal rights of members of Ontario's Black communities and provide senior legal and analytic skills to the work of the Clinic.

**What you bring to the role:**

*Minimum Qualifications*

The successful candidate will be a member of the Law Society of Ontario with a minimum of seven years post-call experience, hold a minimum of a Juris Doctor or LLB degree, and a demonstrated record of success working in Black communities. A Diploma in Business Administration is an asset. A job description including further details about the required skills and experiences for the position is available [here](#).

**What BLAC offers you in return:**

- A competitive salary range of \$150,000 - \$170,000 commensurate with experience.
- Comprehensive benefits package including a matching pension contribution.
- Competitive Health Benefits.

- Ability to work in the office, in the community, and at home. Access to a home office with high-speed internet access is essential.

### **How to Apply:**

Interested individuals may submit an application to the Selection Committee, by emailing [director2@board-blac.org](mailto:director2@board-blac.org) by 5:00 p.m. on September 16, 2023, with the following documents included:

- Letter of interest detailing how you meet the requirements of the position.
- An up-to-date *curriculum vitae*.
- A separate one-page statement identifying your contributions to eradicating anti-Black racism and working within Black communities.
- Two samples of your cases or legal scholarly work on subsection 15(1) equality or other constitutional rights.
- Citation of race-based litigation cases in which you were involved.
- Names and contact information for three referees. Please include written permission for the Chair of the Selection Committee to contact the referees. Referees will only be contacted for shortlisted candidates.

BLAC will acknowledge receipt of all applications. Please note that only those candidates selected for an interview will be contacted further. Interviews will take place the week of October 16, 2023.

*BLAC welcomes those who have demonstrated a commitment to section 15 race-based litigation, public/community legal education, policy development, advocacy and lobbying on matters which might have an impact on Black communities but might not be expressly grounded in a Charter claim, while working towards the eradication of anti-Black racism and upholding the values of racial justice, equity, diversity, and inclusion. We welcome applications from Black-identified persons, including those with additional/intersecting identities, e.g., persons with disabilities, and those who identify as women and/or LGBTQI+*