



Job Title: Solicitor II (Real Estate & Land Development)

Competition Number: CMGR-08-25	Department: City Manager's Office
Posting Category: Open	Division: City Solicitor & Corporate Counsel
Job Type: Full-Time	Affiliation: Managerial
Site:	Location: CA-ON-Thunder Bay
Min: CAD \$119,721.79/Yr.	Max: CAD \$140,849.21/Yr.
Pay Band: 12 (interim)	Number of Positions: 1
Effective Date: January 1, 2025	Supersedes Date: New
Posted Date: June 5, 2025	Post End Date: July 6, 2025

Our City Solicitor & Corporate Counsel Office has a rewarding opportunity for a full-time [Solicitor II \(Real Estate & Land Development\)](#) – and we are looking for a dynamic professional to join our team!

Why join the City Solicitor & Corporate Counsel team at the City of Thunder Bay?

Located on the beautiful shores of Lake Superior, Thunder Bay is the sunniest City in Eastern Canada and a four-season outdoor playground. The urban centre enjoys green spaces, parks, and wilderness and is also considered a cultural capital with a thriving visual and performing arts scene. As the most populous municipality in North-western Ontario, Thunder Bay is the region's commercial, administrative, and medical "hub", and is home to a variety of educational institutions. Thunder Bay continues to pursue growth and development opportunities on behalf of its diverse community. Always striving to live up to its motto, Superior by Nature, The Corporation of the City of Thunder Bay currently seeks a solicitor with a focus on real estate and development.

You'll be joining a supportive, professional environment where your contributions are valued and your career can grow. If you're looking for meaningful work with purpose and pride, the City Solicitor & Corporate Counsel team is where your next chapter begins.

The Opportunity

Reporting to the City Solicitor, you will be responsible for providing independent and professional legal advice directly to City Council and other members of the Corporation regarding legal matters, consistent with your professional obligations as a lawyer. This is an exciting opportunity to join a busy municipality where you can provide sound legal and procedural advice pertaining to municipal, planning, development, real estate, and corporate and commercial matters for the Corporation. You will also assist in the negotiation and drafting of contracts and legal documents to secure legal matters for the City, including necessary resolutions, by-laws, written reports, and opinions.

For more accountabilities, review the [job description](#).

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The Ideal Candidate

The ideal candidate will have the following:

- Post-graduate university degree in law (LL.B./J.D.) and a member in good standing with the Law Society of Ontario (LSO).
- Minimum five (5) years' progressive varied law experience; experience in real estate and/or land development is an asset.
- Demonstrated sound ability to provide advice and direction to City Council, City Solicitor, Deputy City Solicitors, senior management and City staff, external agencies and other interested parties, as necessary.
- Superior negotiation skills and the ability to manage political relationships in a tactful and responsive manner.

Our Tangible Benefits

When you join us, you will be in receipt of the following benefits:

- Competitive salary and matching pension plan
- Paid vacation and holidays
- Strong health benefits coverage – employer paid health, vision, & dental benefits
- Life insurance & accidental death & dismemberment insurance (2 times your annual salary)
- Supportive employee family assistance program (EFAP)
- Inclusive employee wellness program
- Corporate training & leadership development & supportive career progression opportunities
- Voluntary leave purchase plan (purchase additional leave days)
- Volunteer time off program
- Wonderful teamwork environment – have other professional & experienced staff to work with regularly
- Opportunity to provide meaningful work

Why the Corporation of the City of Thunder Bay?

The Corporation runs on people like you; that's why they're creating a workplace where everyone belongs. Driven by a commitment to excellence, they make a real impact in the community every day. With this employer, stability meets purpose, and diversity is valued. In their supportive and collaborative environment, your growth and well-being will be at the heart of everything they do. [City of Thunder Bay Careers](#)

Why Thunder Bay?

Thunder Bay is a vibrant community and is the region's commercial, administrative, and medical hub. From trees to transportation to the new frontier for research, health and life sciences, the community stands for hard work and innovation. The City by the Bay is home to 38 elementary schools, three middle schools, eight secondary schools, two private schools, an adult education facility, a post-secondary college and a university institution that provides a medical school and a law school. Learn more at: [Thunder Bay - Community Economic Development Commission](#)
If you truly enjoy the advantages of work life balance that a smaller city provides in a large organizational setting, then come join us!

How to Apply

We can't wait for you to join us and be a part of our team!

For a detailed job description, including job responsibilities and to apply please visit: www.thunderbay.ca/jobs

General Information:

As an equal opportunity employer, the City of Thunder Bay encourages applications from Indigenous peoples, persons with disabilities, members of visible minority groups, women and members of the 2SLGBTQ+ community.

ONTARIO HUMAN RIGHTS CODE: It is a contravention of the Human Rights Code of Ontario to discriminate on the basis of: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, marital status, family status, disability, age, record of offences, gender identity or gender expression. Therefore, a resume submitted to the City must not include references to any of the above characteristics. Do not include:

- Photos
- Any certificates that have photo identification
- Driver's licences
- Police records checks

Note: The above documentation will be requested by the Human Resources & Division should you be the successful applicant. If a Criminal Record Check is required, it will be requested by Human Resources should you be the successful applicant. Please do not submit your Criminal Record Check with your application.

ACCOMMODATION: Reasonable accommodations are available upon request for all parts of the recruitment process.

PRIVACY: Personal information on this form is collected under the authority of the Municipal Act, c. 302, as amended, and will be used to determine eligibility for employment. Questions about this collection of personal information should be directed to the Human Resources & Corporate Safety Division, 125 Syndicate Ave Suite 42, Thunder Bay, Ontario, P7E 6H8, Telephone: 625-3866

The City of Thunder Bay is a place where art, culture and nature come together!