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Position Title: Lead Legal Counsel

Position Status: Full-Time Regular

Department: Legal Services and Indigenous Relations

Employee Group: Exempt

Location: 4515 Central Boulevard, Burnaby

Salary Range/ Wage Rate: Professional / Technical, Level P5A (\$169,871.35 - \$199,831.96 annually) (2024 wage rates)

Our Legal Services and Indigenous Relations Department is seeking a Lead Legal Counsel who will maintain a busy practice while leading a team of Legal Counsel (Regulatory stream) within the Legal Services Division.

You are: called to the Bar in British Columbia and have 7+ years of legal experience, including a sound understanding of the laws relevant to Metro Vancouver's business areas and mandate. You are detail-orientated and diligent, combining a strong work ethic with an aptitude for leadership and teamwork.

The Lead Legal Counsel reports to the Director, Legal Services.

This role:

- Leads the Regulatory stream of Legal Services, including a team of Legal Counsel.
- Provides legal advice and support to client departments on a wide range of issues, including, local government matters, environmental and other risk management, contract claims, and compliance, regulatory compliance and enforcement, contaminated sites, emergency systems and emergency response, and environmental incident response, reporting and investigations and Indigenous relations. Works to ensure Metro Vancouver satisfies its legislative and legal obligations, reduces its exposure to risk and negative organizational impacts, and enters contractual arrangements that optimize the corporation's objectives.
- Conducts research on a variety of relevant topics and stays current on changes in laws. Acts as a corporate resource and provides consistent and reliable advice on federal and provincial legislation applicable to solid waste, sewerage and drainage, water, and other regulatory services including the *Local Government Act*, *Greater Vancouver Sewerage and Drainage District Act*, *Greater Vancouver Water District Act*, *Community Charter*, *Freedom of Information and Protection of Privacy Act*, *B.C. Human Rights Code*, *Residential Tenancy Act*, *the Environmental Management Act*, *Water Sustainability Act*, *Fisheries Act*. Also acts as a resource and provides advice on Metro Vancouver's own regulatory bylaws, including compliance and enforcement, and permitting,

licensing and administration in jurisdictional areas including solid waste management, liquid waste disposal, air quality, watershed management, parks, finance, affordable housing, regional planning and electoral area governance.

- Makes recommendations in consideration of all relevant information including facts, legal principles, relationships and the clients' objectives. Advises clients of risks and provides options and alternatives that are clear and responsive to client's needs.
- Provides legal advice and assistance with the development and drafting of new bylaws and regulations; amends and periodically revises existing bylaws.
- Represents Metro Vancouver and provides advice on various proceedings including negotiations, agreements and other dealings with third party corporations, other orders of government, individuals and First Nations.
- Assists in decision making by providing comprehensive risk assessments and liability advice. Reviews appropriate risk assessments and policies to address compliance with laws and regulations. Provides drafting advice for strategic plans, amendments and implementation matters and attends internal workshops to offer legal perspective.
- Provides legal advice and works with external counsel, as necessary, regarding dispute resolution, litigation and administrative law proceedings in a variety of subject matters, including environmental, regulatory contracts, negligence, and bylaw enforcement. In conjunction with external counsel, assists with drafting court documents and attends regulatory hearings, mediations, and court proceedings on behalf of Metro Vancouver. Liaises with Metro Vancouver staff to identify, collect and provide pertinent information. Ensures staff are kept up to date with the status of dispute resolution files, guides discussions on final resolutions and participates in decision making.
- Contributes to work planning, goal setting for Legal Services and supports the Director, Legal Services, with budgeting processes including monitoring and controlling spending, ensuring the effective and efficient expenditure of allocated funds.
- Hires, leads and supervises Legal Counsel in the Regulatory stream of Legal Services. Directs and motivates staff, monitoring performance towards individual, team or departmental objectives. Ensures staff adhere to corporate workplace conduct policies and resolves technical and interpersonal issues staff encounter while doing their work.
- Performs other related duties as required.

To be successful, you have:

- Bachelor of law degree or equivalent degree. 7+ years of recent related experience as a practicing lawyer; or an equivalent combination of training and experience.
- Sound experience with local government, environmental, regulatory, and Indigenous laws. In-house legal counsel experience, particularly in the local government context, is an asset.
- Practicing member in good standing of the Law Society of British Columbia.
- Extensive knowledge of local government, environmental, regulatory, and Indigenous law; ability to provide objective opinions, options and alternatives that are clear and responsive to clients' issues and needs.

Demonstrated ability to provide sound legal advice for the procurement, award and development of infrastructure projects and provide advice on complex and unique contractual arrangements.

- Sound knowledge of and ability to interpret and provide reliable and consistent advice on federal and provincial legislation applicable to solid waste, sewerage and drainage, water, and other regulatory services, including the *Local Government Act, Greater Vancouver Sewerage and Drainage Act, Greater Vancouver Water District Act, Community Charter, Freedom of Information and Protection of Privacy Act, Human Rights Code, Residential Tenancy Act, Environmental Management Act, Water Sustainability Act, Fisheries Act* and Metro Vancouver's own regulatory bylaws .
- Ability to work under broad direction without formal guidelines or precedent and use significant independent judgment to provide advice to clients on issues of major consequence for the organization. Ability to meet challenging timelines and objectives and demonstrates persistence in overcoming obstacles.
- Ability to build and maintain effective working relationships with internal and external contacts under circumstances that may be highly politicized and sensitive. Ability to establish clear expectations and provide effective guidance in adversarial situations; strong ability to effectively navigate disagreements and propose relevant and practical solutions.
- Superior oral and written communication skills, including the ability to effectively listen, persuade others, and resolve complex problems using a high degree of independent judgment; experience drafting and revising bylaws and various contracts.
- Demonstrated ability to identify areas of opportunity or risk and propose solutions to resolve issues in the best interest of the organization; understands and evaluates the long-term impact of decisions. Ability to analyze and interpret complex issues where considerable variation in interpretation is possible.
- Demonstrated, or aptitude for, managerial and supervisory skills including the ability to mentor, coach and guide direct reports and support the development and monitoring of work plans and budgets.
- Proficiency using Microsoft Office programs including Word, Excel and Outlook.

Our Vision:

Metro Vancouver embraces collaboration and innovation in providing sustainable regional services that contribute to a livable and resilient region and a healthy natural environment for current and future generations.

Metro Vancouver employees proudly serve the region and demonstrate the behaviours and attributes of six leadership competencies: Accountability, Adaptability, Building and Nurturing Relationships, Communication, Continuous Learning, and Strategic Thinking and Action.

At Metro Vancouver, we are committed to cultivating a diverse, safe, equitable, and inclusive work environment for all. We strive to attract and retain a talented, diverse workforce that is reflective of the region we serve. If an accommodation is required during the recruitment and selection process, please contact careers@metrovancouver.org for support. Learn more about our commitments to diversity, equity, and inclusion [here](#).

Please follow this link <https://metrovancouver.org/about-us/careers> to our Careers page where you can submit your

application by February 18, 2026.