



Associate City Solicitor

Legal & Legislative Services

Centrally located between Alberta's two largest cities with over 100km of beautiful trails within Red Deer City Limits our City has a lot to offer. The City of Red Deer is always on the hunt for talented and success driven people. We are always seeking creative and skilled individuals with the ability and desire to lead in our dynamic workplace.

The City of Red Deer is currently recruiting for an **Associate City Solicitor** to fill a permanent full-time position in our Legal & Legislative Services department.

Working under the direction of the City Solicitor, the **Associate City Solicitor** is responsible for providing legal services for the City of Red Deer. This includes providing verbal and written advice and opinions on diverse legal matters to the Corporation and City Council; drafting bylaws; drafting, negotiating and reviewing various agreements; acting as a liaison between external counsel and administration and representing the City as required to outside agencies; providing legal representation before the courts and administrative tribunals.

Top Key Responsibilities:

- Provide legal advice and strategy on a broad range of labour and employment issues, including collective bargaining and day-to-day workplace matters.
- Manage an assigned caseload of hearings and independently conduct proceedings, with the majority of the hearing work focused on complex, multi-day labour arbitrations arising under The City's collective agreements.
- Provide advice on workers' compensation, pay equity, occupational health and safety, human rights, employment standards, privacy, terminations, reorganizations, layoffs, and workplace investigations.
- Provide advice and support in relation to The City's non-unionized workforce.

Our preferred candidate will have the following criteria:

- Member in good standing of the Law Society of Alberta, or eligible for membership prior to employment.
- Minimum three - five years management-side labour and employment law experience, preferably in a multi-union environment.
- Strong working knowledge of labour, employment, and human rights law.
- Excellent organizational skills with the ability to manage competing priorities in a time sensitive environment.
- Strong analytical abilities, sound judgment, and the capacity to apply legal principles in a practical, solutions-oriented manner.
- Exceptional communication and drafting skills with meticulous attention to detail.
- Ability to develop a solid understanding of the City's operations and strategic priorities.
- Political acumen and the ability to operate effectively in a politically sensitive environment.
- High level of interpersonal skill and diplomacy, with the ability to listen effectively, identify underlying issues, and communicate clearly and constructively.

What we offer:

In addition to the very competitive wage of \$68.48 to \$85.60 per hour (\$134,057 to \$167,571 salary) and an excellent benefit package; we offer a great work environment with a dynamic and dedicated team of likeminded professionals.

If you like what you have read and think this is the job for you; come build your career with the City of Red Deer. We are committed to a healthy, vibrant, and sustainable community. Our employees are the cornerstone of our organization and working with us will provide you with the opportunity to work in an ever-growing environment and to work with an awesome group of people.



We welcome applications until July 31, 2026.
For a detailed job description and to apply online, please visit www.reddeer.ca/careers