



Legal Counsel

The BC Public School Employers' Association is hiring for an in-house lawyer position to manage and conduct grievance arbitrations, labour board hearings, and related processes through its Coordinated Legal & Arbitration Support Services (CLASS) program.

Legal Counsel are responsible for the full carriage of assigned files, providing strategic and practical legal advice across all stages of the litigation process. In this role, you will manage a diverse portfolio of matters, including arbitration hearings, mediation, and labour board proceedings, while developing litigation strategies that effectively manage risk, protect management rights, and support sustainable, long-term labour relations outcomes. You will bring a strong foundation in labour and employment law, with the ability to apply your expertise within the unique and complex context of the public education sector.

Acting as a trusted advisor, Legal Counsel build and maintain strong, collaborative relationships with BCPSEA's District Liaison team and a broad network of partners, including school district leadership and labour relations teams, government, and union representatives. This role requires excellent judgment, communication, and interpersonal skills, with a focus on providing timely, clear, and practical advice that supports informed decision-making in a dynamic environment.

In this position, you will contribute to matters of provincial significance, working both independently and collaboratively to support consistent, strategic approaches to litigation and labour relations across the sector. This is an opportunity to make a meaningful impact on the public education system in British Columbia while working within a supportive, collegial team that values work-life balance, professional growth, and long-term success.

Education and experience

Candidates must possess a law degree, be a member in good standing of the Law Society of British Columbia, and have at least three (3) years of experience as a labour lawyer in Canada.

Experience as a labour lawyer in British Columbia is preferred and experience in working with BC public sector clients, particularly from within BC's K-12 public education sector, is an asset.

Competitive Compensation and Benefits

The expected starting annual salary range for the Legal Counsel position is \$159,830 - \$173,932. The final agreed-upon salary may vary based on factors such as job-related knowledge, skills and experience.

We offer a competitive benefits package, including extended health, dental and a \$2,000 annual wellness allowance, as well as participation in the Municipal Pension Plan.

Hybrid Structure

We offer a hybrid work schedule with the option for remote work for the majority of the work week.

Training

We offer staff regular training and support for professional development opportunities. As part of our ongoing commitment to foster a safe and inclusive workplace, all staff will be provided with: Reconciliation; Diversity, Equity, and Inclusion; and Respect in the Workplace training as part of their onboarding with us.

Who are we?

[BC Public School Employers' Association](#) provides trusted sectoral leadership in collective, bargaining, labour relations, and human resources within BC's public education school sector. Through our services, support, advice, and professional learning offerings we work together with school districts, government, and our partners to ensure the success of the public education system.

Reconciliation

The BCPSEA office is located at 300 – 2889 East 12th Avenue in Vancouver on the traditional and unceded territory of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and səliłwətał (Tsleil-Waututh) peoples. Our work spans across the Province of BC, which is home to thousands of First Nations, Inuit, and Métis peoples across British Columbia, each with unique traditions, history, and culture. We are committed to Reconciliation and to strong Indigenous partnerships and relationships.

Inclusivity

We are an inclusive and accessible employer. Reconciliation, and Equity, Diversity, and Inclusion are embedded in our [Strategic Plan](#). We encourage applications from all qualified individuals, including Indigenous, Black, people of colour, all genders, 2SLGBTQIA+, and persons with disabilities.

Accommodations are available for interviews and in the workplace. If selected for an interview, we will provide you with information on how to request accommodations.

How to apply

We invite qualified individuals to apply online at <https://buff.ly/YPu5nhJ> with a cover letter and résumé by Friday, July 24, 2026. For questions about this role, please email Chris Beneteau, Executive Director, Labour Relations at chrisb@bcpsea.bc.ca.

For more career opportunities within BC's K-12 public education sector, please visit <https://www.makeafuture.ca/>