



# Indigenous.Link

Canada's fastest growing Indigenous career portal, Careers.Indigenous.Link is pleased to introduce a new approach to job searching for Indigenous Job Seekers of Canada. Careers.Indigenous.Link brings simplicity, value, and functionality to the world of Canadian online job boards.

Through our partnership with Indigenous.Links Diversity Recruitment Program, we post jobs for Canada's largest corporations and government departments. With our vertical job search engine technology, Indigenous Job Seekers can search thousands of Indigenous-specific jobs in just about every industry, city, province and postal code.

Careers.Indigenous.Link offers the hottest job listings from some of the nation's top employers, and we will continue to add services and enhance functionality ensuring a more effective job search. For example, during a search, job seekers have the ability to roll over any job listing and read a brief description of the position to determine if the job is exactly what they're searching for. This practical feature allows job seekers to only research jobs relevant to their search. By including elements like this, Careers.Indigenous.Link can help reduce the time it takes to find and apply for the best, available jobs.

The team behind Indigenous.Link is dedicated to connecting Indigenous Peoples of Canada with great jobs along with the most time and cost-effective, career-advancing resources. It is our mission to develop and maintain a website where people can go to work!

Contact us to find out more about how to become a Site Sponsor.

Corporate Headquarters:

Toll Free Phone: (866) 225-9067

Toll Free Fax: (877) 825-7564

L9 P23 R4074 HWY 596 - Box 109

Keewatin, ON P0X 1C0

# Job Board Posting



Careers.Indigenous.Link

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## Legal Counsel

<b>Job ID</b>	<b>4D-7D-DE-20-4F-E1</b>	
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=4D-7D-DE-20-4F-E1">https://careers.indigenous.link/viewjob?jobname=4D-7D-DE-20-4F-E1</a>	
<b>Company</b>	BMO	
<b>Location</b>	Toronto, Ontario	
<b>Date Posted</b>	From: 2021-09-17	To: 2021-11-16
<b>Job</b>	Type: Full-time	Category: Law
<b>Languages</b>	English	

### Description

This role provides legal advice and counsel on employment law matters.

The successful candidate will provide and manage the delivery of legal and regulatory advice on range of employment law issues, including hiring, termination, compensation, pensions and benefits for and on behalf of BMO Financial Group. Provides leadership or assistance with employment issues, including negotiating appropriate resolution to matters and managing outside counsel.

Assists and supports M&A activities as related to employment law issues.

Provides legal advice based on knowledge of legal principles, practices and procedures, and knowledge of the financial services industry and its environment. Influences and negotiates to achieve business objectives. Works to achieve organizational goals while minimizing legal risk. Recommends and implements solutions based on analysis of issues and implications for the business.

Identifies emerging issues and trends to inform decision-making.

Exercises judgement on moderate to complex decisions falling within standard policies and regulatory requirements.

Identifies and resolves routine issues.

Determines courses of action within procedural and policy guidelines & standards.

Delivers legal advice, instructs external counsel and ensures compliance with internal policies & procedures for a single or small number of function(s).

Acts as a subject matter expert on relevant laws, regulations and policies.

Resolves daily issues and/or escalates with appropriate analysis and/or recommendations.

Identifies risks and implements appropriate actions to mitigate them.

Implements areas of improvement to ensure consistency with market place.

Builds effective relationships with internal/ external stakeholders.

Geographic scope: up to global.

Focus is primarily on business/group within BMO; may have broader, enterprise-wide focus.

Provides specialized consulting, analytical and technical support.

Exercises judgment to identify, diagnose, and solve problems within given rules.

Works independently and regularly handles non-routine situations.

Broader work or accountabilities may be assigned as needed.

**Qualifications:**

Less than 7 years of legal practice or an equivalent combination of education and experience.

Degree in law (LLB or JD) and license to practice law in relevant jurisdiction.

Private practice, in-house experience or experience at regulatory body relating to the regulation of business/group activities may be required.

Knowledge in legal field, typically with a functional or business line specialization.

Knowledge of business and regulatory environment in which BMO Financial Group operates.

Proficient knowledge of subject matter legal requirements and the operations of a single client group.

Negotiation skills - in depth.

Deep knowledge and technical proficiency gained through extensive education and business experience.

Verbal & written communication skills - In-depth.

Collaboration & team skills - In-depth.

Analytical and problem solving skills - In-depth.

Influence skills - In-depth.

Data driven decision making - In-depth.

**How to Apply**

Click "Apply Now"