905 Victoria Avenue East,
Thunder Bay, ON P7C 1B3

Tel: (807) 344-1112
Fax: (807) 344-1114

www.ebjlaw.ca

JOB POSTING:

Associate Lawyer (Entry-level)

Thunder Bay, Ontario

Build a rewarding legal practice with meaningful impact. Edwards Bell Jewitt LLP is seeking an entry-level associate to join our growing team in Thunder Bay and work alongside Indigenous governments, businesses, and organizations on matters that shape communities, economic opportunities, and northern Ontario. This is an opportunity to take on substantial responsibility, develop trusted client relationships, and build a practice that reflects your strengths and interests.

Our lawyers provide practical, strategic, and client-focused advice across Indigenous, corporate and commercial, governance, economic development, natural resources, litigation, and regulatory matters. Associates work on sophisticated files, engage directly with clients, and receive the mentorship and support needed to grow into trusted advisers and practice leaders.

About the Role

You will work closely with partners and associates while increasing ownership of files, strategy, and client relationships. The role can be shaped around your experience and interests and may include:

- Advising First Nations, Indigenous organizations, and economic development corporations
- Corporate and commercial transactions, contracts, and agreements
- Governance, regulatory, resource development, and consultation matters
- Civil and administrative litigation
- Labour and employment matters
- Strategic legal and business advice

We recognize that strong lawyers bring different experiences and ambitions. Your practice mix can be tailored to your background and interests, with opportunities to deepen existing expertise, develop complementary skills, and contribute to the continued growth of the firm.

Qualifications

This opportunity may be a strong fit if you bring:

- Membership in good standing with the Law Society of Ontario, or eligibility for call to the bar
- Typically, 0–2 years of relevant legal experience, including recent calls and those completing their licensing process; candidates with a different level of experience who are well suited to the role are also encouraged to apply
- Strong research, analytical, drafting, communication, and interpersonal skills
- Sound judgment, practical problem-solving skills, and the ability to manage competing priorities
- Intrinsic motivation, a strong desire to learn, and a demonstrated commitment to client service and professional excellence

Experience in one or more of the following areas would be an asset: working with Indigenous communities or individuals; working across cultures or disciplines; corporate and commercial law; Aboriginal law; governance and regulatory law; litigation or administrative law; or natural resources and environmental law. We welcome candidates whose experience does not fit neatly within a single practice area.

Why Edwards Bell Jewitt LLP?

We offer a competitive and supportive platform for building a rewarding legal career, including:

- Meaningful work with Indigenous governments, businesses, and organizations
- Competitive salary ($70,000 to $90,000, depending on experience), bonus structure, and comprehensive benefits
- Reasonable billing targets that support excellent client service, professional development, and sustainable practice
- Professional development, continuing education, career advancement, and opportunities to travel throughout northern Ontario and work directly with clients and communities
- A flexible working policy designed to support both collaboration and individual working styles
- Access to legal research and drafting tools and professional support staff
- A collegial and collaborative environment where lawyers share ideas, support one another, and invest in mentorship

Living in Thunder Bay

Build your career in a city where meaningful legal work and an exceptional quality of life can coexist. Thunder Bay offers a vibrant community, short commutes, affordable housing, and

outstanding access to year-round outdoor recreation. A relocation allowance may be negotiated for the right candidate.

How to Apply

Interested candidates are invited to submit a cover letter and resume, in confidence, to **lucas@ebjlaw.ca** and **shawn@ebjlaw.ca**. The posting will remain open until the position is filled, and applications will be reviewed as they are received. We encourage you to apply even if your experience does not align perfectly with every qualification listed above.

We thank all applicants for their interest. Only candidates selected for an interview will be contacted.