

HRLSC | Human Rights Legal Support Centre

CAJDP | Centre d'assistance juridique
en matière de droits de la personne**SENIOR POLICY, RESEARCH & STRATEGIC ADVISOR**

The **Human Rights Legal Support Centre (HRLSC)** provides free legal assistance to individuals throughout Ontario who have experienced discrimination contrary to Ontario's *Human Rights Code*. The HRLSC is seeking applications for a **Senior Policy, Research & Strategic Advisor** to support the Executive Director by providing strategic advice on the HRLSC's organizational strategy, modernization and strategic initiatives, , including by leading associated research and evaluation, policy development, and strategic and operational planning in alignment with, and to support and advance the effective implementation of, HRLSC's strategic vision, mission, values, priorities and mandate obligations. The position supports evidence-informed organizational planning and decision-making by leading research and evaluation to identify emerging issues, systemic barriers and unmet legal support needs, and to inform initiatives that strengthen access to justice, improve service delivery and service reach, and enhance organizational effectiveness through continuous improvement.

Qualifications include: at least six years of progressively responsible experience leading and advising on human rights related research and evaluation, organizational strategy and/or policy development and implementation, , preferably within a large unionized public sector environment; demonstrated experience applying quantitative and qualitative research methodologies and techniques to gather, analyze, visualize and report on data, interpret findings, evaluate outcomes, and recommend evidence-informed options; demonstrated experience designing and implementing socio-demographic and human rights-based data collection, analysis and reporting; experience evaluating and appropriately leveraging emerging technologies, including artificial intelligence-enabled tools, to support research, policy development, organizational planning, evaluation and organizational effectiveness will be considered an asset; ability to lead and present findings and briefings on complex issues to senior-level audiences, including senior management, Board and government leaders. The successful applicant will have an understanding of the broad legal and political foundations of the human rights system, and the ability to effectively engage in consultations with stakeholders.

[Full Job Description](#)

This opportunity is a full-time, permanent position, located in Toronto, and will report to the Executive Director. The successful candidate may also guide, supervise or mentor students, interns or other temporary staff assigned to research, policy or strategic initiative projects. This position currently offers a hybrid work schedule, requiring a combination of in-person work from the HRLSC's Toronto head office and remote work from home, each week. This arrangement may be subject to change. The HRLSC provides a competitive total compensation and benefits package. The anticipated salary for this position is expected to fall between **\$83,000 – \$105,000**, taking into account the successful candidate's experience, skills, qualifications and other relevant considerations. The usual hours of work are 9:00 a.m. – 5:00 p.m., Monday through Friday.

How to apply**Applications must:**

1. Be submitted as one attachment
2. Include a resume and a covering letter, addressed to the attention of Human Resources
3. Be submitted by e-mail to: careers@hrlsc.on.ca
4. Have the subject line: **Senior Policy, Research & Strategic Advisor – 20260706**

The Human Rights Legal Support Centre is committed to equity and diversity and encourages applications from people who are reflective of Indigenous and diverse equity-deserving communities. Accommodation will be provided in accordance with Ontario's *Human Rights Code*. Accessible formats of this posting are available upon request.

Application Deadline: Friday, July 31, 2026 @ 11:59 p.m.

*We thank you for your interest in this opportunity.
Only those applicants selected for an interview will be contacted.*

