



TTC – Associate General Counsel

The Toronto Transit Commission (TTC) is North America's third largest transit system and has been recognized as one of the top places to work in the Greater Toronto Area. Guided by a forward-thinking strategic plan, the TTC's vision is to be a transit system that makes Toronto proud. The TTC's recruitment efforts are directly aligned to its mission of providing "a reliable, efficient, and integrated bus, streetcar and subway system that draws its high standards of customer care from our rich traditions of safety, service and courtesy."

Central to the provision of *service excellence* are *the people behind delivering it*. Within this framework it's important to acknowledge the indelible impact that diverse organizations have on the customer experience, uniquely positioning such organizations to deliver an experience that's truly nuanced and continuously improves. It is within this context that the TTC—dedicated to *the better way* in all its forms—invites nominations and applications for the role of **Associate General Counsel**, a position that will report to the General Counsel.

The Associate General Counsel is a legal advisor, strategist, and business partner to the Toronto Transit Commission (TTC) as well as to its subsidiaries and related organizations. Among other responsibilities, the incumbent provides expert counsel and advice as to legal considerations involved in various business activities and operations. Notably, the Associate General Counsel will review and triage legal files in order of urgency; support the supervision of legal staff; improve records managements and facilitate departmental efficiencies; and propose adjustments and changes to the current organizational structure.

In addition to the business operations responsibilities detailed above, the Associate General Counsel; provides leadership and direction in matters involving equity, diversity, and inclusion, safety, and general corporate ethics and compliance; and, supports the Commission Services Section that is responsible for Freedom of Information and Protection of Privacy legislation. The Associate General Counsel plays a key role in ensuring a high degree of performance, quality, and customer service is delivered *via* the people and operations at the TTC.

The successful candidate possesses in-depth and specialized knowledge of legal principles, procedures, and practices as well as a broad range of statutory and regulatory provisions that relate to and/or have a direct impact on the operations of the TTC. Given the size and scope of the TTC and the Associate General Counsel's portfolio, in addition to their legal prowess the candidate most likely to realize success in the role has a background in business administration, organizational development, or strategy. The candidate also has significant exposure to or direct experience with HR policies and regulations, preferably gained from working within a unionized environment.

Additionally, we are looking for someone with experience with elevating legal departments from a compliance and reactionary function to a function that is deeply strategic, integrated with and a driver of the goals of an overall organization, anticipatory, and one that leverages data and analytics to make excellent and informed decisions; and, finally a demonstrated commitment to community and belonging,



and to equity, diversity, and inclusion in all its forms. The incumbent must possess superior organizational, analytical, and problem-solving skills; sound judgment; and, excellent verbal, written, and negotiation skills. Above all, the successful candidate must be a person of integrity, sincerity, and heart. Candidates with a Bachelor of Law Degree or Juris Doctorate are sought, all while being a member in good standing of the Law Society of Ontario.

The TTC is partnering with BIPOC Executive Search to ensure an applicant list that has greater representation from Black, Indigenous, and People of Colour, thereby reflecting Canada's diverse population. **All interested applicants can send their resume to Taq Bhandal or Helen Mekonen by e-mailing tbhandal@bipocsearch.com or can apply through the BIPOC Executive Search mobile app.**

We thank everyone for their expression of interest—and are truly appreciative of the time individuals put into applying—but with the limitations of time only those selected for an interview will be contacted.

The TTC is committed to upholding the values of equity, diversity, anti-racism and inclusion in the delivery of its services and in its workplaces, and is committed to fostering a diverse workforce that is representative of—at all levels of the organization—the communities that it serves. The TTC supports an inclusive environment where diverse employee and community perspectives and experiences bring value to the organization.

The TTC encourages applications from all applicants, including members of groups with historical and/or current barriers to equity, including but not limited to Indigenous, Black and racialized groups, people with disabilities, women and people from the LGBTQ(IA+) community. The TTC values and supports an inclusive and barrier-free recruitment and selection process. In accordance with the Accessible Canada Act, 2019 and all applicable provincial accessibility standards, accommodation will be provided throughout the recruitment process to applicants with disabilities.