
Senior Pricing Analyst

Widely recognized as Canada's leading litigation practice, we have successfully represented clients' interests in some of the most complex, high-profile cases in Canadian legal history. Focusing exclusively on litigation and advocacy, we practice across dozens of legal areas and industries and represent our clients where it counts – on our feet in all levels of the courts and before every kind of tribunal. Our subject-matter expertise and extensive courtroom experience is consistently recognized by clients, peers, and senior members of the legal profession in leading legal publications, including Chambers Canada and Lexpert. We offer the opportunity to work alongside and learn from some of Canada's most highly regarded litigators and business professionals. Learn more at [litigate.com](https://www.litigate.com).

Lenczner Slaght is currently seeking a **Senior Pricing Analyst**.

ROLE DESCRIPTION

The **Senior Pricing Analyst** will join the firm's Pricing's team under the leadership of the Pricing Manager. The successful candidate will be an integral part of the firm's Pricing team and support the firm's pricing initiatives, revenue and profitability by developing pricing proposals according to our clients' needs while providing stakeholders with high quality client service and financial focus.

ROLES & RESPONSIBILITIES

- Lead financial analysis and pricing strategy support for a variety of litigation matters ranging in complexity, providing clear and data-driven recommendations to partners and senior leadership to support informed decision-making.
- Develop, structure, and evaluate alternative fee arrangements (AFAs), including phased budgets, fixed fees, blended rates, and portfolio arrangements, ensuring alignment with firm profitability objectives.
- Prepare detailed matter-level budgets using phase and task-based forecasting methodologies; proactively monitor performance against budget, identify risks, and advise on scope changes or corrective actions.
- Design and maintain structured pricing and reporting frameworks, including custom phase/task codes and scoping templates, to improve data capture, reporting accuracy, and long-term analytics capability.
- Analyze realization, effective rate, and other metrics to assess matter and portfolio performance.
- Partner closely with lawyers, Billing, Business Development and Legal Project Management to embed pricing discipline into the full matter lifecycle, from pitch through post-matter review.
- Support rate-setting initiatives, including historical rate analysis, competitive positioning, and client-specific pricing strategies.
- Contribute to the development of reporting dashboards including Power BI and Excel to enhance visibility into financial performance, trends, and profitability
- Maintain and enhance Excel-based pricing databases, repositories, and billing guideline tracking to ensure consistency, transparency, and institutional knowledge retention.
- Provide ad hoc financial modelling and scenario analysis in support of client negotiations, pitches, and strategic firm initiatives.

- Maintain the highest standards of professionalism, discretion, and confidentiality in handling sensitive client and financial information.
- Participate in special projects and firm-wide initiatives aligned with the continued evolution of the pricing function.

Other duties will be assigned as needed.

EDUCATION & EXPERIENCE

- Bachelor's degree in business, economics, finance, or a related discipline, or an equivalent combination of education and relevant work experience.
- 2–5 years pricing experience.
- Pricing experience in a law firm, and/or pricing specific to litigation, are assets.
- Strong experience in client/matter budgeting, rate setting (firmwide and for individual clients), financial analysis, report generation.
- Financial modeling experience is an asset.

KEY SKILLS & CHARACTERISTICS

- Strong proficiency in Excel (including pivot tables; complex formulas including SUMIFS, SUMPRODUCT, IF, XLOOKUP or INDEX/MATCH and nested formulas; and charts/graphs).
- Experience with Power BI, Iridium or other data visualization platforms.
- Experience structuring, evaluating, and monitoring alternative fee arrangements (AFAs), including fixed fees, phased budgets, blended rates, and success-based structures.
- Strong understanding of law firm financial metrics, including realization, effective rate, and leverage.
- Advanced proficiency in Microsoft Office (Outlook, Word, Excel, PowerPoint).
- Experience working with time and billing systems (e.g., Elite, Aderant, or similar platforms).
- Strong organizational skills with the ability to manage a high volume of competing priorities under tight timelines.
- Technical aptitude and ability to quickly learn and adapt to new systems and applications.
- Ability to translate complex financial data into clear, practical insights and recommendations for partners and senior stakeholders.
- Superior written and verbal communication skills, with the ability to effectively interact with firm members at all levels.
- High level of accuracy and exceptional attention to detail.
- Self-motivated, proactive, and driven to learn, grow, and deliver results.
- Collaborative team player with the ability to adapt and respond effectively in dynamic and high-pressure environments.

OTHER INFORMATION

- **Reporting Details:** Reports directly to Manager, Pricing.
- **Hours of Work:** 9:00 am to 5:00 pm or other mutually agreeable hours of work.
 - Overtime may be required from time to time.

- **Work Arrangement:** This role is hybrid (minimum two days a week in the office) in accordance with the firm's current policy, which may be amended at any time.
- **Vacancy Status:** This is a newly created position reflecting the continued growth and strategic expansion of the firm's pricing function.
- **Compensation:** The expected total compensation range for this position is \$85,000 to \$105,000. The final compensation offered will be based on the candidate's experience, qualifications, and internal equity considerations.

WHAT DIFFERENTIATES US?

We're expert litigators. Our experience is why people turn to us in the most difficult situations. We have done tens of thousands of cases, thousands of hearings, and hundreds of trials and arbitrations for our clients. Litigation is our passion and focus.

We're bold innovators. As deep thinkers and problem solvers, every person at our firm can envision, plan and execute big ideas. If it hasn't been done before, we aren't afraid to be the first. See our award-winning programs: ReferToHer™, Commercialist.com, and Data-Driven Decisions.

We're team players. We are a firm with deep values, centered around our commitment to excellence and winning. We promote supportive, collaborative working relationships. We know the power of our people and we intend to harness that for the benefit of our firm, our clients, and our industry.

We're future focused. To remain number one, we recruit and develop top talent – this includes lawyers and non-lawyer alike. We attract the best clients and work on the best cases. We live our values. We professionalize our business. And we implement big, bold ideas. In short, we're prepared for the future and committed to success.

We're diverse thinkers. We are committed to equity, diversity and inclusion because our varied perspectives, backgrounds, identities, and cultures are our greatest assets – it enhances our collaboration, problem-solving, and litigation strategy. That's what gives us an edge with our clients.

We're award winners. We're driven to be number one for our clients and for ourselves. We have been recognized by Lexpert as the #1 firm in Toronto for Litigation for 22 consecutive years and are ranked top-tier by world-renown directory, Chambers Canada. We strive for excellence in everything we do.

HOW TO APPLY

Qualified candidates are asked to submit their cover letter and resume to Isabelle Naraine (Director, Human Resources) [here](#).

Lenczner Slaght invites applications from all qualified candidates. We encourage applications from candidates with diverse backgrounds. We are committed to advancing inclusion, diversity, equity and accessibility in the workplace. Accommodation will be provided in all parts of the recruitment and hiring process. Please direct all questions, including requests for accommodation, to [Human Resources](#).