
Manager, Business Development

With approximately 100 lawyers dedicated solely to litigation and commercial disputes, Lenczner Slaght occupies a unique position in the Canadian market. We have earned top-tier rankings from Chambers and Lexpert, and are regularly entrusted with high-stakes, high-profile matters. Our business team is central to that success. Every function here contributes to a firm built on focus and excellence.

We're looking for the right person to help our lawyers build their practices and attract the best cases.

ROLE DESCRIPTION

This is not a typical Business Development job. While our Business Development & Marketing team includes dedicated professionals who handle RFP responses, pursuits, and market recognition work, this role is built around a different mandate: partnering directly with some of Canada's most accomplished litigators to sharpen their business development focus, assess the competitive landscape, and identify where the next wave of work is coming from both in Canada and internationally.

The role reports to our Senior Manager, Marketing & Business Development and will work alongside Business Development, Marketing, and Events colleagues as part of a tight-knit team that punches well above its weight. You will have meaningful exposure to our Chief Client Officer on strategic initiatives.

CORE ROLE RESPONSIBILITIES

- ▶ **Partner-Level Coaching & Business Planning.** You will work one-on-one with lawyers to build, refine, and execute individual business plans. This means real conversations, real accountability, and real results, not templates that collect dust. You will help shape and drive processes that keep our lawyers accountable to their plans including tracking against relationship and profile building goals.
- ▶ **Competitive Intelligence & Market Strategy.** You will develop a strong understanding of the Canadian litigation market: who's winning what work, where the referral networks flow, which sectors are heating up, and where we should be positioning ourselves. You will surface insights that help our lawyers stay three steps ahead.
- ▶ **Opportunity Identification.** You will map the litigation landscape across Canada and key international referral markets. Where are the untapped opportunities? Who should we be talking to? Where should we be seen? What emerging areas align with our strengths? You will help answer these questions and help us act on them.
- ▶ **Practice & Industry Group Support.** You will support the execution of practice and industry team plans, collaborating with the rest of the Business Development and Marketing team on executing tactical elements and keeping initiatives on track with clear accountability.
- ▶ **External Profile & Thought Leadership.** You will work with lawyers to develop and execute strategies that build their external visibility, identifying the right speaking opportunities, industry memberships, publications, and events that position them and the firm where it matters most while making the best use of their time.
- ▶ **Relationship Development & Network Building.** You will help lawyers identify, cultivate, and deepen relationships with clients, referral sources, and key contacts. This includes supporting lawyers and ensuring relationship activities are tracked and followed through on.

WHAT SETS THIS ROLE APART

- ▶ **You will have extraordinary access to senior lawyers.** Our non-hierarchical culture means you won't be filtered through layers of bureaucracy. Partners here want to collaborate, and they will make time for it.
- ▶ **Your scope is focused and strategic.** We have intentionally carved out RFP/pursuits work and market recognition submissions giving you the bandwidth to concentrate primarily on execution, intelligence, relationships, and growth.

- **You will be part of an exceptional team.** We are collaborative, sharp, and genuinely enjoy working together.
- **You will join a firm that leads.** We attract the best cases, the most sophisticated clients, and lawyers who are at the top of their game. There is something energizing about being part of an organization that consistently delivers excellence.
- **Your impact is visible.** You will see the direct connection between your work and the firm's growth. This is a role where your contribution is tangible.

This role will not have direct reports, giving you the space to focus on priorities and build relationships across the firm. You will be supported by other members of the Business Development, Marketing and Event teams. People leadership will be a natural part of this role's short-term trajectory.

EDUCATION & EXPERIENCE

- Five or more years of relevant experience, ideally in a law firm or professional services environment. Litigation-related experience is an asset but not required.
- Post-secondary degree or diploma in business, law or related fields.
- Strong organizational skills.
- Superior writing and communication skills.
- High level of proficiency with MS Office (Outlook, Word, Excel, PowerPoint).
- Commensurate experience will be evaluated in the context of a candidate's full profile.

KEY SKILLS & CHARACTERISTICS

- Curiosity and drive.
- A genuine interest in litigation and the legal market (or an eagerness to develop one!).
- The confidence to engage directly with senior lawyers and with the presence to represent the firm well externally.
- A team player and relationship-builder willing to collaborate not only within their team but across functions.
- Someone who wants to be part of something excellent and is willing to work hard to contribute to it.
- The ability to think strategically while executing tactically.
- A willingness to "roll-up your sleeves" when work in our lean team needs to get done.
- Project management will be key in keeping the lawyers on track with their actions

WHY LENCZNER SLAGHT?

- **Litigation is our sole focus.** That clarity shapes everything, including how we work together. When every case matters, every person, whether on our legal team or business team, contributes meaningfully to our success.
- **Collaboration defines our culture.** This isn't a firm where business teams sit in a silo. Lawyers here value their professional colleagues and actively seek their input. This integration between lawyers and business professionals, at all levels of seniority, is genuine and rare.
- **People can be themselves here.** We don't focus on titles or formality. We're open, direct, and focused on doing great work together. We are united by a deep commitment to excellence, and we support each other in getting there.
- **Innovation comes from everywhere.** Every person here – lawyer and business professional alike – is empowered to envision, plan, and execute big ideas. That opportunity is real, regardless of your role. Our initiatives like ReferToHer™, Commercialist.com, and Data-Driven Decisions prove we're not afraid to lead.

OTHER INFORMATION

- **Reports to:** Senior Manager, Marketing & Business Development
- **Work arrangement:** Hybrid (minimum three days per week in office), in accordance with firm policy.
- **Hours:** Standard business hours with flexibility as needed to meet firm demands.
- **Vacancy status:** This role is a newly created position and does not replace an existing vacancy.

WHAT WE OFFER

- **Compensation:** The expected total compensation range for this position is \$110,000 to \$130,000. The final compensation offered will be based on the candidate's experience, qualifications, and internal equity considerations.
- **Comprehensive Benefits from Day One (100% employer-paid):** Health, dental, vision, drugs, paramedical and life insurance.
- **Competitive Time Off:** 4 weeks' vacation; 4 personal days; and 1 volunteer day.
- **Generous Parental Leave Top-Up:** up to 26 weeks at 100% (for all types of new parents).
- **Wellness & Savings:** Healthcare Spending Account and Lifestyle Spending Account; RRSP match up to 5%; Employee and Family Assistance Program, virtual healthcare, partner perks and discounts.
- **Work From Anywhere:** Available for 2 weeks in the summer and 2 weeks during the winter holidays.

READY?

If this sounds like the role you've been waiting for, we want to hear from you. Submit your cover letter and resume to [Isabelle Naraine](#), Director, Human Resources & Operations.

Lenczner Slaght welcomes applications from all qualified candidates and encourages applications from those with diverse backgrounds. We're committed to equity, diversity, and accessibility in the workplace, and accommodation is available throughout the recruitment process.