
Manager, Legal Talent, Student Recruitment & Development

HELP RECRUIT AND DEVELOP THE NEXT GENERATION OF LENCZNER SLAGHT LITIGATORS

Lenczner Slaght is Canada's leading litigation firm. With approximately 100 lawyers dedicated exclusively to litigation and advocacy, we are trusted with many of the country's most significant disputes.

That reputation is built one lawyer at a time.

We are deliberate about who joins us and serious about how they develop from the day they arrive. Our student program reflects that commitment. Lenczner Slaght is where exceptional law students learn from exceptional litigators, build judgment through real advocacy work, and begin careers at a firm defined by excellence. It is, in short, where the best get better.

We are looking for a lawyer to join us as **Manager, Legal Talent, Student Recruitment & Development**.

This is a strategic role for a lawyer ready to build talent from the firm side. You will help identify exceptional law students, shape their experience, and support their transition into the next generation of Lenczner Slaght litigators. Working with partners, firm leadership, associates, students, and law schools across Canada, you will have direct influence on one of the firm's most important priorities: attracting, developing, and retaining outstanding legal talent.

THE OPPORTUNITY

Reporting to the Director, Legal Talent, you will lead the firm's student recruitment and development programs and contribute to broader Legal Talent initiatives.

You will oversee the full student lifecycle, from the first campus conversation through summering, articling, and the transition to associate. At every stage, you will help ensure the student experience reflects the judgment, excellence, professionalism, and rigor that define Lenczner Slaght.

This role moves between strategy and execution. You may represent the firm at a law school, advise partners during recruitment, coach students, develop training programs, or lead initiatives that strengthen how we recruit and develop talent.

Every recruitment decision matters. The students we hire today will become the future lawyers, partners, and leaders of the firm. This role carries real responsibility and offers a meaningful opportunity to help shape the future of Lenczner Slaght.

WHO SUCCEEDS IN THIS ROLE

This role is well suited to a lawyer who enjoys working with ambitious people and is motivated by helping others succeed.

Success requires sound judgment, strong organization, adaptability, and the ability to manage competing priorities without compromising quality or detail. You will need to build credibility quickly, communicate with confidence, and work effectively with partners, students, associates, law school career offices, and other external stakeholders.

Previous experience in Legal Talent is not required. We are looking for a lawyer with excellent judgment, strong relationship-building skills, and a genuine interest in developing people. If you have been drawn to mentoring students and junior lawyers, participating in student recruitment, or helping others build their careers, this role offers the opportunity to make that work your profession.



WHAT YOU'LL DO

Student Recruitment

You will lead all aspects of the firm's annual recruitment process, including:

- Contributing to and executing on recruitment strategies that attract exceptional law students from across Canada.
- Representing Lenczner Slaght at law schools, career fairs, networking events, and student programs.
- Building and maintaining relationships with students, law schools, career offices, and faculty.
- Leading all stages of the recruitment process, including application review, interviews, candidate selection, offers, and onboarding.
- Partnering with the Student Committee and firm leadership throughout the recruitment process.
- Evaluating recruitment outcomes and identifying opportunities for continuous improvement.

Student Development

You will oversee every aspect of the summer and articling student experience, including:

- Onboarding and orientation.
- Work allocation.
- Mentorship and coaching.
- Professional development programming.
- Performance evaluations and feedback.
- Social programming.
- Career guidance and ongoing support.

Working closely with lawyers, you will help ensure students receive meaningful work, practical advocacy experience, regular feedback and an exceptional learning experience.

Professional Development

You will also:

- Support the ongoing development of the firm's LS Ignite curriculum and lawyer development initiatives.
- Coordinate internal and external educational programming.
- Maintain the firm's Law Society of Ontario Accredited Provider status.

Other

- Support strategic Legal Talent initiatives, process improvements and special projects.
- Monitor emerging trends and leading practices in legal talent, lawyer development and professional education to help strengthen the firm's programs.

QUALIFICATIONS & EXPERIENCE

The successful candidate will have:

- A J.D. or LL.B. and membership in good standing with the Law Society of Ontario.
- A minimum of three years of experience practicing law, preferably in litigation.
- Direct experience participating in student recruitment, mentoring, coaching or lawyer development.

- A strong understanding of Ontario's student recruitment process, Law Society requirements and legal education.
- Exceptional communication, relationship-building and interpersonal skills.
- Strong organizational, project management and problem-solving abilities.
- Excellent judgment, professionalism and discretion.
- The ability to manage multiple priorities in a fast-paced environment while maintaining exceptional attention to detail.
- Advanced proficiency with Microsoft Office.
- Willingness to travel to Canadian law schools throughout the recruitment season.
- Experience in Legal Talent, Professional Development or Talent Management is considered an asset but is not required.

WHY JOIN LENCZNER SLAGHT

Working at Lenczner Slaght means being part of a firm that is committed to excellence in everything it does.

Our lawyers are trusted with some of Canada's most significant litigation because they are exceptionally talented, well prepared and committed to delivering outstanding advocacy. The same expectation extends to all roles at the firm.

Our business professionals are trusted advisors who work alongside firm leadership and lawyers to improve how we operate, strengthen our programs and help shape the future of the firm. The Legal Talent team has a direct impact on one of our most important priorities, ensuring we continue to attract, develop and retain exceptional lawyers.

This is an opportunity to build a fulfilling career that leverages your legal education and training, builds your leadership, strategic management and people development skills while remaining within the legal community.

COMPENSATION & BENEFITS

We offer a competitive total compensation package that reflects experience and qualifications.

- **Compensation:** The expected total compensation range for this position is \$130,000 to \$180,000. However, final compensation offered will be based on the candidate's experience and qualifications.
- **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.
- **Professional Development:** Ongoing professional development and career growth opportunities.

OTHER INFORMATION

Work arrangement: Hybrid (minimum three days per week in office), in accordance with firm policy.

Vacancy status: This posting is for an existing vacancy.

HOW TO APPLY

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 [here](#).

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.