
Director, Information Technology

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 join us as **Director, Information Technology**.

THE OPPORTUNITY

Reporting to the Chief Operating Officer, the Director, Information Technology leads the firm's technology strategy, operations, cybersecurity, data, and innovation agenda.

The Director aligns technology investments and initiatives with the firm's strategic priorities, ensuring that technology improves lawyer and firm member productivity, strengthens operations, enhances client experience, and integrates effectively with the existing environment.

As the firm's senior technology leader, the Director advises the COO and Management Committee on legal technology, artificial intelligence (AI), cybersecurity, data management, and emerging technologies, and remains accountable for the reliability, performance, and security of the firm's technology environment.

CORE ROLE RESPONSIBILITIES

Strategic Technology Leadership

- Develop and execute the firm's technology strategy aligned with business objectives and client needs.
- Advise the COO and Management Committee on technology investments, opportunities, risks, and emerging trends, and evaluate investments for value, integration, and efficiency.
- Maintain a multi-year technology roadmap that balances innovation, security, user experience, and cost effectiveness.

Technology Operations & Cybersecurity

- Lead technology operations, infrastructure, enterprise applications, and end-user support.
- Oversee technology vendors, software licensing, and technology investments to maximize value, performance, and cost effectiveness.
- Ensure systems are reliable, secure, scalable, and supported by appropriate service standards and performance measures.
- Oversee cybersecurity, privacy, technology risk management, disaster recovery, and business continuity programs.
- Maintain the firm's information security certifications and technology governance framework, ensuring ongoing compliance, audit readiness, and client assurance.

Digital Transformation & Innovation

- Lead the evaluation, implementation, and adoption of firm-wide technologies, including AI and automation.

- Partner with business stakeholders to deliver technology initiatives that improve service, efficiency, and user experience.
- Drive adoption through communication, training, and change management.

Data & Information Management

- Lead data governance and information management, and technology capabilities.
- Advance reporting, analytics, system integration, and business intelligence capabilities to support informed decision-making across the firm.

Client Service & Business Partnership

- Deliver responsive, high-quality technology services to lawyers, firm members, and business services teams.
- Build strong partnerships across the firm to understand business needs and ensure technology solutions support operational and client service objectives.
- Anticipate and respond to evolving client expectations related to cybersecurity, data protection, collaboration tools, and AI.
- Lead responses to client technology, cybersecurity, and information governance requirements, audits, and inquiries.

Team Leadership & Culture

- Build, develop, and lead a high-performing technology team with clear priorities, accountability, and a service-focused culture.

Other duties will be assigned as needed.

QUALIFICATIONS & EXPERIENCE

- 10+ years of progressive technology leadership experience in a law firm or other professional services environment, including leading and developing high-performing teams.
- Deep knowledge of law firm or professional services technology, operations, and client service requirements.
- Experience maintaining information security certifications such as SOC 2 Type 2 or ISO 27001, including audit readiness, control monitoring, and client due diligence.
- Experience evaluating and implementing AI-enabled solutions, automation, analytics, and cloud-based platforms in complex, integrated technology environments.
- Strong financial and business acumen, including technology budgeting, vendor management, procurement, licensing, and technology investment planning.
- Outstanding communication, relationship management, stakeholder engagement, and change leadership skills, with demonstrated success driving adoption of new technologies.
- Demonstrated ability to influence and advise senior leaders on technology strategy, risk, investment, and business transformation initiatives.

WHY JOIN 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.** Our non-hierarchical culture means you won't be filtered through layers of bureaucracy. 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.
- **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.

COMPENSATION & BENEFITS

We offer a competitive total compensation package that reflects 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 two days per week in office), in accordance with firm policy.
- **Vacancy status:** This posting is for an upcoming 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.