

Pivot is looking for a Staff Lawyer – Sex Work and Human Rights

We are hiring! Pivot is seeking a full-time staff lawyer to support our ongoing work and with a focus on our campaign to advance the human rights of sex workers.

About Us

Pivot works in partnership with communities affected by poverty and social exclusion to identify priorities and develop solutions to complex human rights issues. Our mission is to work alongside communities to create a just, fair and equitable society through litigation, law reform, research and legal education. Pivot's work tends to focus on four policy areas: police accountability, drug policy, homelessness, and sex workers' rights.

We combine strategic litigation with high-impact public education and advocacy campaigns to maximize our effectiveness. Our deep collaboration with people and grassroots movements, combined with our unique approach to social change, makes Pivot the only human rights organization of its kind in Canada.

Pivot believes that a team that reflects the diversity of the communities we serve strengthens our ability to achieve our mission. We strongly encourage applicants from communities that experience structural discrimination including applicants from marginalized ethnic and cultural backgrounds, genders, sexual orientations, abilities, and with a range of life experiences. Your lived experience, as it relates to our work, will be valued.

About You

You understand how a lawyer can act as an ally and are comfortable navigating spaces that are intended for sex workers; including spaces available to woman, trans*, gender-variant or Two-Spirit identified workers. You bring an understanding of the ways in which criminalization negatively impacts the health, safety, and human rights of people who trade or sell sex.

You are a strong project manager. You are self-reflective, a strategic thinker and an excellent relationship builder. You are committed to working with grassroots organizations and believe that lawyers can play an important role as allies within social movements. You can demonstrate leadership and interpersonal skills and are looking for an exciting, dynamic, and collaborative working environment. You are ready for the challenge of combining litigation with law and policy reform work, community engagement, public communications, and political advocacy.

You bring an intersectional analysis to your work that relies upon an understanding of settler colonialism, white supremacy, classism, patriarchy, trans-misogyny, ableism, and anti-substance user and sex work stigma. Applicants are strongly invited to share how their lived experience informs their approach and ethics.

About the Role

You will work as part of Pivot's legal team, under the direction of the Legal Director. The successful candidate will work on litigation, law reform advocacy, and public education strategies to advance the rights of people who trade or sell sex in Canada. It is not necessary to have prior direct experience with or education in sex work policy and advocacy.

The role involves working closely with sex working communities in the fight for social and legal change, including the complete decriminalization of sex work. The role will also involve collaboration with the Pivot team and engagement with Pivot's three other campaign areas: homelessness, drug policy, and police accountability. Pivot's model involves a highly collaborative, team-based structure to develop robust social change campaigns that include engagement with communities, legal action, communications strategies, and political advocacy. This role will require flexibility and the ability to be responsive to changing conditions on the ground while remaining focused on long term goals.

Staff at Pivot come from a variety of backgrounds, and we are eager to find people that are from non-traditional backgrounds. Typically, we find that people are successful in this role when they:

- Have current practicing membership with the Law Society of BC;
- Have demonstrated experience in legal or policy analysis in areas at the intersection of policing, criminal law, and poverty; experience with immigration, constitutional, administrative, criminal law, and civil procedure is an asset;
- Are a clear and concise communicator with the ability to shift style to accommodate a variety of audiences;
- Have experience working with social justice movements;
- Have experience with the communities Pivot works in partnership with, including sex workers, people who use substances and people experiencing homelessness;
- Have a strong, intersectional analysis of issues impacting Pivot's communities and analysis of issues impacting sex workers and their access to rights;
- Can work independently when necessary and keep organized in a fast-paced environment, manage several projects simultaneously and adjust strategy to frequently changing demands.

Compensation

Salary for this role is between \$63,500 and \$68,500 commensurate with experience. Pivot offers a highly competitive vacation and benefits package.

How to apply

This position will remain open until filled and applications will be reviewed as received. Applications should include a cover letter and CV in one pdf document. Please submit your application to Lyndsay Watson, Legal Director, at jobs@pivotlegal.org identified by the subject line: Application for Staff Lawyer Position.

Pivot strives to create a fair and respectful environment that protects and promotes human rights. All of our facilities are gender inclusive.