



NOVA SCOTIA BARRISTERS' SOCIETY

Executive Director

The Nova Scotia Barristers' Society (NSBS) regulates the legal profession in Nova Scotia in the public interest by ensuring that lawyers are competent, ethical, and practice law in accordance with the standards set by the Society. As the regulator of legal services delivery, we also strive to improve the administration of justice in the province by working to promote access to justice and enhanced legal services for the people of Nova Scotia.

Reporting to the Council and working closely with the President of the NSBS, the **Executive Director** (ED) is responsible for the management and coordination of the Society's operations, finances, organizational structure, and governance through a proactive, principled, and proportionate approach to all aspects of regulation.

The ED is responsible for implementing the Society's strategic framework and its annual activity plan. The ED anticipates and plans for the Society's evolving needs. The ED consistently demonstrates the Society's commitment to substantive equality, diversity, and inclusion in the legal profession and in the administration of justice. An extraordinary relationship builder, the ED will intrinsically understand the Society's mission and values and will draw upon analytical prowess and a progressive mindset to fully support the Council in its commitment to foster innovation in the delivery of legal services. The ED will lead by example in continuously enhancing the Society's public profile, management systems, and regulatory objectives, as well as championing improvements to the delivery of justice and legal services in Nova Scotia.

The Society is a vibrant and ever-changing organization. Within the last month, the Society acknowledged the existence of systemic discrimination in our justice system and within the organization itself. Since then, we have set in place an external, independent review of our regulatory and operational policies and procedures. To move this important work forward, the ED will be fully supportive and experienced in dealing with issues related to the barriers created by racism, unconscious bias and discrimination and deeply committed to eliminating their existence.

As the ideal candidate, you are a professional with a post-secondary graduate level degree combined with a minimum of 10 years of experience as a proven leader. You know when to apply common sense and flexibility and you can easily build rapport and work effectively with diverse stakeholders. You are seasoned in managing a multi-faceted portfolio and you are forward-thinking and strategic in your approach. With a passion for continuous improvement, you are skilled in developing organizational structures and allocating resources with operational efficiency and effectiveness in mind, while maintaining appropriate budgetary control. Known for your superior communication skills and sound judgement, you are a proven facilitator and consensus builder who can effectively deliver complex messages ensuring clarity and compliance with established standards and practices. You value equity, diversity and inclusion. An interest in and/or knowledge of the Canadian legal community and justice system is necessary for this dynamic leadership opportunity. Practice experience and familiarity with self-governing bodies is also an asset.



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If you are interested in significantly contributing to the important mission of the Nova Scotia Barristers' Society, please submit your application at: hr@nsbs.org. **This competition will remain open until filled.**

The Society is committed to being a workplace that is free of discrimination, values diversity and is representative, at all job levels, of designated groups and the citizens we serve. We welcome applicants from groups who have historically faced barriers to employment. We encourage you to self-identify in your application.