

Director of Legal & Advisory Services

Mount Pearl, NL

CLOSING DATE: October 5, 2026

Dallas Mercer is seeking an experienced lawyer to help lead and build the legal and advisory capability of our growing national organization.

This is not a traditional in-house counsel role.

Working at the intersection of law, disability management, human rights, workplace accommodation, workers' compensation and organizational strategy, the Director, Legal & Advisory Services will provide strategic legal advice on complex workplace matters, lead appeals and tribunal strategy, strengthen the legal capability of our multidisciplinary team, and help shape the continued evolution of Dallas Mercer's legal and advisory services.

This is an opportunity for an accomplished legal professional who wants to do more than identify legal risk. We are looking for someone who can assess complex issues, exercise sound judgement, recommend a course of action, and translate law and jurisprudence into practical, defensible solutions for our organization and our clients.

More About the Role

As Dallas Mercer's legal advisor, you will work closely with our executive and leadership teams, Disability Management Consultants and Managers, and clients across Canada.

You will provide strategic insight and legal guidance on complex disability management matters, accommodation and human rights, return-to-work and stay-at-work issues, attendance management, workers' compensation, administrative decision-making, appeals and tribunals, privacy, labour and employment matters, and organizational risk.

You will also play an important role in strengthening the legal frameworks, practices and internal expertise that support the quality and consistency of our services.

Strategic Legal & Executive Advisory

- Provide practical, business-focused legal advice to senior leadership and operational teams on complex workplace and organizational matters, while balancing legal risk, operational realities, and client needs.
- Advise on disability management, accommodation, human rights, employment and labour matters, privacy, administrative law, and workers' compensation.
- Partner with Disability Management Consultants and Managers on complex cases, assessing legal risk and providing guidance on challenging recommendations and decisions.

- Interpret legislation, jurisprudence, collective agreements, policy and regulatory requirements and translate them into practical organizational guidance.
- Help ensure reports, opinions and recommendations are supported by applicable legislation, functional and medical evidence, organizational policy and current jurisprudence.

Appeals, Tribunals & Complex Matters

- Provide strategic leadership on complex appeals, reconsiderations, adjudications, administrative tribunal matters and judicial reviews.
- Assess evidence, legislation and jurisprudence and develop effective case and appeal strategies, including written submission, legal arguments and other materials.
- Represent or support Dallas Mercer and its clients in hearings and administrative proceedings, where appropriate.
- Provide legal guidance and coaching to staff involved in appeals and complex administrative matters.
- Identify emerging trends and recurring issues and use those insights to improve case strategy, decision-making and organizational outcomes.

Quality, Risk & Legal Frameworks

- Monitor legislation, regulatory developments and case law across Canada and assess implications for Dallas Mercer and our clients.
- Identify legal, operational and reputational risks and recommend practical mitigation strategies.
- Develop policies, templates, legal resources, decision-making frameworks based on best practices to strengthen service quality and consistency.
- Support contract review, corporate governance, privacy matters and other organizational legal initiatives as required.

Build Organizational Capability

An important part of this role is not simply providing legal advice—it is building capability across the organization.

The Director will:

- Develop and deliver practical legal education to Disability Management Consultants, Managers and leadership.
- Coach team on administrative law principles, accommodation and human rights obligations, documentation standards, evidence, decision-making, appeals and risk management.
- Build team expertise and practical tools that support consistent, legally sound decision-making as Dallas Mercer grows.

What You Bring

You are a strategic legal professional who enjoys solving complex workplace problems and translating law into practical action.

You are comfortable moving between detailed legal analysis and executive-level advice. You can assess competing considerations, take a position, explain your reasoning and make a recommendation—not simply identify risk.

You are intellectually curious, commercially and operationally aware, and comfortable working in environments where the answer is not always obvious.

You enjoy building systems and organizational capability, not simply responding to individual legal questions. You see patterns, identify emerging risks and recognize opportunities to improve how work is done.

You bring sound judgement, strong analytical and advocacy skills, and the ability to build credibility with executives, lawyers, clinicians, disability management professionals, employers and other workplace stakeholders.

Most importantly, you take ownership.

Qualifications

We recognize that exceptional candidates may come from different legal environments. We are less concerned with where you have practised than with the depth of your judgement, the quality of your legal experience, and your ability to navigate complex workplace and administrative matters.

The successful candidate will possess a combination of the following:

- Juris Doctor or Bachelor of Laws degree and membership in good standing with a Canadian Law Society.
- Significant progressively responsible legal experience involving complex matters, legal strategy and advice to senior leaders and multidisciplinary teams.
- Strong experience in one or more of administrative law, labour and employment law, human rights, workers' compensation or related workplace law.
- Demonstrated ability to interpret legislation, jurisprudence and policy and translate them into practical advice and recommendations.
- Experience with appeals, adjudication, administrative tribunals, hearings, judicial reviews and/or administrative decision-making.
- Strong written advocacy, analytical, negotiation and communication skills.
- Demonstrated ability to navigate complex stakeholder relationships and provide credible advice in challenging situations.

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Experience in any of the following would be particularly valuable:

- Workers' compensation and appeals
- Disability management and workplace accommodation
- Labour relations and collective agreement interpretation
- Human rights
- Administrative tribunals or labour boards
- Healthcare or other complex public-sector environments
- Privacy
- Insurance
- Occupational health

Why Join Dallas Mercer?

Dallas Mercer is entering a significant stage of national growth.

We work with employers across Canada in healthcare, government, education, transportation, manufacturing and other complex sectors. As our organization and client base continue to grow, so does the complexity and importance of the work we are asked to undertake.

We are investing in the people, systems, technology and organizational infrastructure required to support that growth. The Director, Legal & Advisory Services will be an important part of that investment.

This role offers something different from a traditional legal position: the opportunity to help shape a growing national organization, influence how complex workplace disability and accommodation issues are managed, build legal capability across a multidisciplinary team, and help develop an advisory function with significant opportunity to evolve.

The successful candidate will have the opportunity to make a visible and meaningful contribution—to individual complex cases and appeals, to our clients, to the development of our people, and to the broader direction of Dallas Mercer.

In Return, We Offer

- A senior role with meaningful influence on the continued growth and evolution of a successful national organization.
- The opportunity to shape legal strategy and help build Dallas Mercer's legal and advisory capability.
- Interesting and sophisticated work involving complex workplace, administrative, human rights, disability management and workers' compensation matters.
- The opportunity to lead and influence appeals, tribunal strategy and complex case decision-making.



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- Direct access to and collaboration with an experienced senior leadership team.
- A multidisciplinary environment where legal expertise is integrated with disability management, workplace health and organizational expertise.
- A culture that values initiative, judgement, accountability, collaboration and new ideas.
- Investment in continued learning and professional development.
- A comprehensive compensation and benefits package, including competitive compensation, pension, medical and dental benefits, and vacation/leave.

Interested in Joining Our Team?

If you are an experienced legal professional looking for an opportunity to apply your expertise in a different way—and to help build something as well as practise law—we would like to hear from you.

Please submit your resume to **careers@dallasmercercanada.ca**.

To learn more about Dallas Mercer, our team and the work we are doing across Canada, visit dallasmercercanada.ca or connect with us on LinkedIn.

If you would like to connect for a confidential conversation to learn more about this role, please contact Karen Ellis- Director of Talent Acquisition and Growth (kellis@dmconsulting.ca).