



xʷməθkʷəy̓əm

Musqueam  
Indian Band

**MNP**  
EXECUTIVE SEARCH &  
PROFESSIONAL RECRUITMENT

## In-House Legal Counsel

(Vancouver, BC)

On behalf of our client, Musqueam Indian Band, we are actively seeking an In-House Legal Counsel to join their team! The Musqueam people are traditional speakers of hən̓q̓əmin̓əm̓ and constitute a robust and growing community, boasting over 1,300 members. Their community is situated on a small portion of their ancestral lands, known as the Musqueam Indian Reserve, located to the south of Marine Drive near the Fraser River's mouth. The name "Musqueam" is intricately tied to the River Plant, known as məθkʷəy̓. Passed down through generations, there is a compelling story that explains how they have come to be recognized as the xʷməθkʷəy̓əm (Musqueam) - People of the River Plant. Historically, they have moved within their territory, harnessing its abundant resources for fishing, hunting, trapping, and gathering. They have maintained their cultural distinctiveness and resilience despite enduring challenges posed by residential schools, colonial laws that sought to suppress their ceremonies, and other attempts at assimilation. Today, their lands and waters continue to serve as the bedrock of their cultural and economic practices, carrying within them the repository of knowledge and memory, intricately intertwined with their teachings and laws. To delve deeper into the rich heritage and culture of Musqueam, we invite you to visit their official website at [www.musqueam.bc.ca](http://www.musqueam.bc.ca).

Directed by Chief and Council as well as the Chief Administrative Officer, the In-House Counsel's role encompasses advising on a wide range of critical areas. These include On-Reserve land, environmental concerns, community development, and resource management, all governed by the Musqueam Land Code and Musqueam bylaws. Additionally, the In-House Legal Counsel will provide guidance on property assessment and taxation in accordance with the Musqueam Assessment and Taxation bylaws, as well as administrative matters and the delivery of various programs. The In-House Counsel also offers general counsel on matters such as on-reserve governance and plays a key role in drafting and interpreting Musqueam laws, bylaws, and policies. With a comprehensive understanding of the Band's operations, they provide crucial legal guidance on ongoing issues and engage external counsel when necessary.

### Key Responsibilities

- Providing legal advice to the Chief & Council regarding legal matters, including governance and their fiduciary obligations.
- Providing legal advice to the Chief Administrative Officer relating to the delivery of programs and services to Musqueam members, as well as governance, and corporate matters.
- Providing oversight of, and support to, Musqueam Senior Legal Policy Analyst.
- Advising on a wide range of day-to-day administrative issues.
- Drafting and reviewing complex legal agreements and documents.
- Assisting in the creation and implementation of policies and procedures.
- Implementing strategies and processes to proactively address legal and compliance risks for the Band.
- Working with the CAO to manage external counsel support and the delivery of advice as required.
- Leading or supporting the negotiation, review, and implementation of service agreements, partnership contracts, rights-of-way, leases, and other land-related instruments.
- Supporting regulatory compliance efforts related to environmental protection, housing, and infrastructure development on reserve.
- Providing legal advice related to the interpretation and application of the Indian Act, treaty rights, Aboriginal title, and other legislative frameworks impacting the Band.

- Facilitating legal training and knowledge-sharing initiatives for Council and staff to build internal capacity on key legal and governance topics.
- Supporting the development and implementation of laws and policies aligned with self-governance objectives and community engagement outcomes.
- Coordinating with external legal counsel on litigation, dispute resolution, and regulatory compliance matters, and overseeing legal billing and scope.
- Facilitates as a senior manager of the organization and assist in a variety of matters when needed

## Skills and Qualifications

- A Law Degree (JD or LLB) with membership in good standing in the Law Society of British Columbia.
- A minimum of 5-10 years of relevant experience.
- A thorough understanding of Indigenous law and knowledge of the business and administrative environment of Indian Bands.
- Knowledge of all areas of law required to effectively advise Chief and Council and Administration.
- Expertise in On-Reserve land, environmental, community development, and resource management under the Musqueam Land Code and Musqueam bylaws.
- Proficiency in property assessment and taxation under the Musqueam Assessment and Taxation Bylaws.
- A strong grasp of Administrative Law, including the delivery of health, education, employment & training, recreation, social development, housing, membership, safety & security, and culture & language.
- Competency in Finance and Corporate law.
- Familiarity with public works, utilities, major capital projects, and service agreements with municipalities.
- Knowledge of on-reserve governance and self-government.
- Skill in drafting and interpreting laws, bylaws, and policies.
- An understanding of Fiduciary Law and familiarity with all relevant aspects of current Aboriginal Law, including the Indian Act and other applicable legislation and bylaws.
- Strong analytical capability and judgment.
- Excellent problem-solving skills and the ability to deal with ambiguity.
- A demonstrated ability to proactively provide ideas, advice, and solutions relative to legal issues.
- The ability to work independently and with teams that have diverse skills, knowledge, and educational backgrounds.
- Superior interpersonal, communication, organizational, and analytical skills.
- Highly organized with the ability to juggle multiple priorities under tight deadlines and work well under pressure in a fast-paced work environment.
- Flexibility and the ability to manage multiple priorities, taking on new responsibilities as required.
- Demonstrated a high level of integrity; ability to demonstrate sound judgment in maintaining confidential and sensitive matters.

## Working Conditions

- The work is performed in an office environment.
- Valid Driver's License required with access to a vehicle for work purposes.
- Successful Criminal Record Check.

Join the Musqueam team and become an essential part of their community focused First Nations Government, which is deeply rooted in the richness of their cultural heritage. Our client offers an attractive compensation package, training, and opportunities for career development. The workplace fosters a welcoming business casual atmosphere and provides access to a community fitness center and gym. Additionally, employees will enjoy the advantages of a comprehensive group benefits plan and a pension plan. Flexibility is required for travel, as well as occasional evening and weekend work. Conveniently located with ample free parking, an on-site gym, scenic nature trails at UBC, and the tranquility of the nearby Fraser River, you'll flourish in a dynamic work environment surrounded by diverse shops, restaurants, and services.

If you feel you have the demonstrated background and are interested in learning more about this opportunity, please forward your resume to [aj.beaudry@mnp.ca](mailto:aj.beaudry@mnp.ca). Please submit your application through MNP's official process and avoid making speculative approaches to Musqueam Indian Band or its staff members, as such approaches will not support your application. We thank all candidates for their interest; however, only those selected to move forward will be contacted.