

Position/Title

Member (Full-Time)

Agency

Ontario Land Tribunal

Advertisement Date

16-Jan-2023

Closing Date

05-Feb-2023

File Number

PAS-220136

Position Type

Full-Time

Remuneration

SALARY

Roles and Responsibilities

Ontario Land Tribunal is an independent and impartial tribunal which adjudicates matters related to land use planning, environmental protection, cultural heritage protection, land valuation and compensation, mining disputes and other matters.

On June 1, 2021, the [Ontario Land Tribunal Act, 2021](#) consolidated the Board of Negotiation, continued under the *Expropriations Act*, the Conservation Review Board, the Environmental Review Tribunal, the Local Planning Appeal Tribunal and the Mining and Lands Tribunal into one Ontario Land Tribunal.

Ontario Land Tribunal is seeking full-time Members to adjudicate cases in relation to a range of matters governed by a broad ranged of statutes, including:

- land use matters, heritage conservation and municipal governance (these include matters such as official plans, zoning by-laws, subdivision plans, consents and minor variances, land compensations, development charges, electoral ward boundaries, municipal finances, aggregate resources and other issues assigned through policies and numerous Ontario statutes)
- compensation for land expropriations determined through negotiated settlements
- designation of properties as having cultural heritage value or interest, applications related to the alteration of properties covered by specific by-laws, and matters related to archeological licencing
- matters governed by a range of statutes which impact and govern protection of the environment and conservation and management of natural resources

- resolution of mining and lands disputes as well as appeals of decisions involving property owners who want to develop lands in floodplains and wetlands.

Ontario Land Tribunal is committed to professional development and provides comprehensive internal continuing professional development program for Members. The program includes fundamental topics of legislative overview, decision writing, substantive training in the range of specific subject matters, mock hearings and various other subjects, delivered in an interactive format, via virtual platforms.

As full-time Members, the successful candidates will be accountable to the Chair and work under the general direction and mentorship of the Chair, Vice-Chair of Professional Development and Legal Counsel. Members are responsible for adjudicating and mediating disputes under applicable legislation, policies and rules, using a variety of dispute resolution methods. Members may be assigned to carry out their adjudicative responsibilities alone or as part of a panel. Services are delivered across the province and are of high quality resulting in a fair and accessible experience for parties and stakeholders. As such, Members will be required to travel throughout the province (limited at the present time due to the Covid-19 pandemic).

The successful candidates will work within a challenging, fast-paced and demanding environment that requires confidence, critical thinking and strong interpersonal and communication skills. Among the skills the successful candidates will bring, they recognize and respect the diversity of the people of Ontario and the requirements of procedural fairness in hearings, where parties are frequently self-represented. The successful candidates will also work within a collegial environment that is committed to the core values of accessibility, fairness, transparency, timeliness, integrity, professionalism and independence.

Recruiting from all parts of Ontario. Candidates must have the ability and willingness to travel province wide to conduct hearings. At the present time, due to the Covid-19 pandemic, most hearings proceed remotely through a variety of virtual platforms.

Qualifications

The *Adjudicative Tribunals Accountability, Governance and Appointments Act, 2009* provides that all appointments shall be made through a competitive, merit-based process, with criteria for appointments that include:

- Experience, knowledge or training in the subject matter and legal issues dealt with by the tribunal
- Aptitude for impartial adjudication, and
- Aptitude for applying alternative adjudicative practices and procedures that may be set out in the tribunal's rules.

In addition, the successful candidates will be able to demonstrate:

- Computer literacy, including video platforms and familiarity with the conduct of online hearings or meetings
- Ability and willingness to travel on Ontario Land Tribunal business (at the present time limited due to Covid-19 pandemic).

The successful candidates will be able to demonstrate the following core competencies:

- Experience interpreting and applying legislation relevant to the subject matters and practice of the Ontario Land Tribunal
- Impartiality and sound judgment to fairly assess cases involving conflicting evidence, assessment of credibility and the determination of public interest
- Understanding of the concepts of fairness, natural justice and proportionality
- Demonstrated analytical, conceptual, problem solving, decision making and writing skills
- Ability to formulate reasoned decisions and to communicate them clearly orally, where appropriate
- Conformity to decision issuing timeliness
- Understanding of the professional, institutional, community and cultural contexts within which they operate and render their decisions
- Ability to listen actively and communicate clearly and effectively with Ontario Land Tribunal's users, including those who are not professional representatives, are not represented by counsel or other professionals, who otherwise rarely participate in administrative justice proceedings
- Self awareness and sensitivity to the diverse interests of parties and participants in order to maintain control in adversarial and challenging situations
- Commitment to respect diversity and inclusion, to maintain fair and transparent processes that meet high professional standards and to provide access to justice
- Ability to work effectively in a collaborative, collegial and team-based environment with a goal of achieving excellence of Ontario Land Tribunal's work

- Good organizational skills to efficiently manage heavy workload and complex processes
- Computer proficiency and experience with word processing, database, email, internet applications and video conferencing platforms
- Ability to work with paperless files.

Professional accreditations in relevant fields are welcomed.

Bilingual (French and English) candidates are strongly encouraged to apply.

Pursuant to the *French Language Services Act*, the organization has a statutory obligation to ensure that French services are provided in a manner that is clearly visible, publicized, easily accessible and of equivalent quality to those offered in English. Every person that comes before Ontario Land Tribunal has a right to communication in French, and to receive available services in French. As such, successful bilingual candidates may undergo an assessment to determine language proficiency and ability to deliver French Language Services.

A full description of the qualifications and responsibilities of this position are set out in the [Member position description](#) found on the Ontario Land Tribunal's website.

We thank all interested applicants, but only those applicants selected for an interview will be contacted.

Term

2 years

Appointment is by Order in Council for an initial term of up to 2 years and is subject to renewal for a maximum of 10 years in a given position, upon the recommendation of the Chair.

Time Commitment

Meet as required

Full-time

Expenses

Yes

The annual remuneration is \$110,482, plus benefits comparable to the benefit entitlements of Ontario Public Service executives. Appointees shall be reimbursed for reasonable work-related expenses while engaged in the business of the Ontario Land Tribunal, in accordance with the Travel, Meal and Hospitality Expenses Directive and any other Treasury Board and Management Board of Cabinet directives.

