



# Legal Counsel

College of Physicians and Surgeons of Newfoundland and Labrador (CPSNL)

Ethree Consulting is actively recruiting for the permanent, full-time position of **Legal Counsel** on behalf of their client, the **College of Physicians and Surgeons of Newfoundland and Labrador (CPSNL)**.

## Who We Are

The College of Physicians and Surgeons of Newfoundland and Labrador (CPSNL) is a Medical Regulatory Authority that serves and protects the public by regulating the practice of medicine in the province. Our vision is to ensure quality healthcare in Newfoundland and Labrador through the regulation of the medical profession in the public interest.

We are dedicated to maintaining excellence in physician licensing, professional conduct oversight, and quality assurance. Governed by a diverse council, CPSNL establishes ethical and professional standards while addressing public concerns about medical practice. By maintaining a transparent and accountable regulatory framework, the College promotes safe, competent, and ethical healthcare for the people of Newfoundland and Labrador.

## Overview of the Role

Reporting to the Associate Registrar and Corporate Counsel, the Legal Counsel provides sound legal advice and day-to-day operational support across multiple areas of the College's operations. You will provide support to the Associate Registrar and Corporate Counsel in ensuring compliance, mitigating risk, and advancing organizational objectives.

You will work with a high degree of autonomy and collaboration in a multidisciplinary environment where you will have the opportunity to liaise with various key stakeholders (committee members, stakeholders, physicians, suppliers and consultants) and influence decisions that support CPSNL's legislative responsibilities, regulatory best practices, and public-interest objectives.

## What You'll Do

Your areas of responsibility will include, but are not limited to:

- Providing legal advice in relation to the day-to-day activities of the College in the lines of business of licensing and registration, quality, and corporate services, including but not limited to providing advice on:
  - Interpretation of applicable legislation and policies.
  - Issues identified on applications for licensure.
  - Quality assurance and fitness to practice matters.
  - Corporate contract review.
  - Administrative policies and procedures.

- Privacy matters.
- Providing legal advice to other College departments on an as needed basis.
- Other duties relating to legal services and administrative support, as assigned.

### What You'll Bring

- Law Degree from a recognized institution.
- 3-5 years of relevant legal experience and demonstrated knowledge, with preference in Administrative Law.
- Strong written and verbal communication skills with exceptional attention to detail.
- Demonstrated research and analytical skills.
- Exceptional critical thinking and problem-solving skills.
- Confidence and initiative to identify issues and provide practical advice and action.
- Ability to work independently while handling complex and diverse caseload and exhibiting composure under pressure.
- Strong relationship management and collaboration skills with the ability to build trust, influence and manage difficult conversations.

This role is primarily office based; however, a hybrid In-office/remote work arrangement may be approved as per policy. Attendance at Council and some Committee meetings may be required.

### What We Offer

- Challenging and rewarding work.
- Competitive compensation.
- Vacation and leave entitlement.
- Health, Dental and Wellness benefits.
- CAAT DBplus Defined Benefit pension plan.

### How To Apply

The College of Physicians and Surgeons of Newfoundland and Labrador is committed to building and maintaining a diverse workforce and an inclusive work environment. We are a proud equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, age, disability, genetic information, or any other protected characteristic that makes us unique.

If you require reasonable accommodation to take part in the employment process, please call 709-437-4300 or send an email to [recruitment@ethree.ca](mailto:recruitment@ethree.ca) and let us know the nature of your request.

We thank all applicants for their interest. However, only those selected for an interview will be contacted.

**To Apply:** Please submit your cover letter and resume via the application link [here](#)

**Position:** Full-Time Permanent

**Location:** St. John's, Newfoundland & Labrador

**Application Close Date:** February 20, 2026 at 11:59 PM Newfoundland Time