

Job Title: Crown Attorney (Human Trafficking and Sexualized Violence) (EOI Close Date: Apr. 24, 2026)

Competition # : 48359

Department: Justice

Location: HALIFAX

Type of Employment: Permanent

Union Status: NSCAA

Closing Date: 5/1/2026 (Applications are accepted until 11:59 PM Atlantic Time)

About Us

The Public Prosecution Service (PPS) offers a unique and meaningful opportunity to contribute to justice and public safety. Established in 1990 as the first statutorily based independent prosecution service in Canada, the mandate of the PPS is rooted in its commitment to ensuring fair and equal treatment in the prosecution of criminal and provincial offences.

We are looking for the brightest legal minds, who also reflect the rich diversity of our province! We don't just accept difference – we celebrate a supportive culture of diversity and belonging. We strive to create an environment where different perspectives and experiences are welcomed and valued. We encourage applications from those that equally value and champion equity, diversity, inclusion, and accessibility (EDIA).

Why Choose Us?

A career with the Public Prosecution Service in Nova Scotia provides a unique opportunity to contribute to justice, public safety, and the overall well-being of the community while working in a professional, inclusive, and ethical environment.

We are a dedicated and passionate team with a determination to make a difference in the society we serve, utilizing our expertise and recognizing and applying an equity and inclusion lens to our work, in our training and development, workplace culture, communications, partnering and engagement to ensure we protect and reflect the communities we live in and serve.

What We Offer

1. Commitment to Justice and Public Interest:

This is achieved by performing prosecution duties with fairness, professionalism, and integrity. Employees actively contribute to upholding the principles of justice in Nova Scotia.

2. Mission and Goals:

Aligning with the Government of Nova Scotia's priority of fulfilling social responsibility for public safety, the PPS' mission and goals include providing excellence in public service, identifying, and managing resources effectively, applying best business practices, and fostering an environment for independent prosecutorial discretion that recognizes the importance of diversity and inclusion in ensuring representation reflective of the community.

3. Core Business Functions:

Employees at the PPS engage in core business functions that play a crucial role in the legal landscape of Nova Scotia. These functions include representing the Crown in criminal and quasi-criminal matters at all levels of court, handling appeals, providing legal advice and assistance to law enforcement, and actively participating in the development of criminal law and prosecutions policy.

4. Professional Development and High Ethical Standards:

The PPS is committed to maintaining a diverse team that reflects excellence, dedication to public service, and high ethical standards. Employees have the opportunity for professional development in a welcoming

environment that values continuous improvement and recognizes diversity and inclusion contributes to a healthy and thriving workplace culture that allows team members to be their full selves at work, while upholding the highest ethical principles.

5. Community Engagement:

The PPS is focused on providing a service that is reflective of the community it serves. By fostering diversity and inclusivity, employees contribute to building a legal system that understands and respects the needs and perspectives of the broader community.

6. Impactful Contribution to Society:

Working for the PPS allows individuals to make a direct and meaningful impact on society by upholding the rule of law, protecting the safety and well-being of the community, and ensuring the fair treatment of those accused of prohibited conduct.

For more information on the Public Prosecution Service please visit the following link: <https://novascotia.ca/pps/>

About Our Opportunity

This is an opportunity to join a newly integrated Human Trafficking and Sexual Violence (HT/SV) Team within the Public Prosecution Service. The goal of this initiative is to strengthen and modernize the PPS response to some of the most complex and impactful areas of prosecution through a coordinated, collaborative, and province-wide approach.

This opportunity will be of interest to Crown Attorneys who are committed to advancing effective, trauma-informed prosecutions in cases of human trafficking and sexual violence, who bring a strong interest in one or both of these areas, and who are motivated to contribute to the development of improved practices, resources, and systems across the Service.

Members of the HT/SV Team work collaboratively, with each Crown maintaining a primary area of focus in either human trafficking or sexual violence, while also contributing as needed across both practice areas. This integrated model is designed to promote shared expertise, consistency of approach, and flexibility in responding to operational needs.

Key Responsibilities

In this role, you will:

- Conduct human trafficking and sexual violence prosecutions in Provincial Courts and Supreme Courts across Nova Scotia either independently or in partnership with colleagues;
- Collaborate with and train police on human trafficking and sexual violence related prosecutions;
- Provide pre-charge and post-charge legal advice to police upon request;
- Support colleagues across the Public Prosecution Service by developing and delivering training, resources, best practices, and policy guidance related to human trafficking and sexual violence prosecutions;
- Contribute to the development of systems and measures to support quality, consistency, and effectiveness in these prosecutions across the province; and
- Collaborate with justice partners and community stakeholders to enhance the criminal justice response to human trafficking and sexual violence.

Qualifications and Experience

You are a lawyer with a minimum of three years of significant and extensive criminal litigation experience and have a sound understanding and substantive knowledge in criminal law, evidence and procedure. You bring demonstrated experience or a strong practice focus in human trafficking and/or sexual violence.

You possess extensive knowledge and a genuine interest in topics related to gender-based violence and trauma-informed practices. You are an innovative leader with a clear vision, skilled at partnering with external stakeholders. You have a proven ability to develop and deliver new systems, procedures, training programs, and supporting resources while also implementing measurement tools to evaluate results. You demonstrate strong initiative, perform efficiently with minimal direction, and effectively manage independent responsibilities while contributing collaboratively within a team environment.

You will also have:

- Significant experience and/or training in trauma-informed interactions, working with traumatized individuals and vulnerable victims and witnesses;
- Experience managing complex files, police/investigative techniques, and challenging factual scenarios and legal issues;
- Strong public speaking and teaching skills, including the ability to develop and deliver training and resource materials; and
- Eligibility for membership, or current membership, with the Nova Scotia Barristers' Society.

The above qualifications will be assessed using one or more of the following tools: written examination, standardized tests, oral presentations, interview(s), and reference checks.

Benefits

Based on the employment status and union agreement, the Government of Nova Scotia offers its employees a wide range of benefits such as a Defined Benefit Pension Plan, Health, Dental, Life Insurance, General illness, Short and Long Term Disability, Vacation and Employee and Family Assistance Programs. For information on all our Benefit program offerings, click here: [Benefits for government employees](#).

Additional Information

Successful applicants may be required to provide a current Certificate of Standing from their law society, including all jurisdictions of which they are members, whether non-practicing or practicing.

This competition is intended to fill two permanent positions, as part of the Nova Scotia Crown Attorney Association Employment Agreement. Where appropriate, consideration may also be given to a two-year secondment, subject to the agreement of the successful applicant, the NSCAA, and PPS Executive Leadership.

This is an Association position initially restricted to current Nova Scotia Crown Attorney employees. In accordance with the Crown Attorney Employment Agreement, the order of consideration will be 'Expression of Interest' EOI applicants, internal applicants, then external applicants.

PLEASE NOTE: Candidates will not be considered for an interview if applications are incomplete or are missing information.

Offer of employment is conditional upon the completion of all applicable background checks and confirmation of credentials, the results of which must be satisfactory to the employer. We thank all applicants for the interest, however, only those selected for an interview will be contacted. All questions and concerns may be directed to Competitions@novascotia.ca.

These positions report to the Deputy Director and are based in PPS's Head Office, located in Halifax. Flexibility may be available for successful applicants to remain in their regional office, subject to operational and logistical considerations. Travel within Nova Scotia, including attendance in Halifax for court, training, or meetings, will be required.

Pay Grade: CA - CA

Salary Range: \$3,639.93 - \$7,697.97 Bi-Weekly

Employment Equity Statement:

Our goal is to be a diverse workforce that is representative, at all job levels, of the citizens we serve. The Government of Nova Scotia has an Employment Equity Policy, and we welcome applications from Indigenous People, African Nova Scotians and Other Racially Visible Persons, Persons with Disabilities and Women in occupations or positions where they are under-

represented. If you are a member of one of these equity groups, you are encouraged to self-identify on your electronic application.

Accommodation Statement:

We are committed to providing an inclusive and accessible recruitment process. Candidates may request accommodations based on any grounds protected by the Human Rights Act. If you require an accommodation throughout the recruitment process, please contact us at competitions@novascotia.ca.

This is an Association position initially restricted to current Nova Scotia Crown Attorney employees. In accordance with the Crown Attorney Employment Agreement, the order of consideration will be 'Expression of Interest' EOI applicants, internal applicants then external applicants. PLEASE NOTE: Candidates will not be considered for an interview if applications are incomplete or are missing information.

Offer of employment is conditional upon the completion of all applicable background checks and confirmation of credentials, the results of which must be satisfactory to the employer. We thank all applicants for the interest, however, only those selected for an interview will be contacted. All questions and concerns may be directed to **Competitions@novascotia.ca**.

