

Webinar - JPAAC Presents: Justice of the Peace Ontario - Are You Right for this Role?

**Justices of the Peace Appointments Advisory Committee (JPAAC)
Microsoft Teams Live Event
October 9, 2025**

Housekeeping



- We are recording. Webinar is pre-recorded.
- Live Q & A hosted by:
 - Nicholas Charitsis, JPAAC Chair
 - Senior Advisory Justice of the Peace Lauren Scully, Core Member
 - Senior Indigenous Justice of the Peace Louise Logue, Core Member
- Submit questions to www.slido.com with code #JPAAC25
- No camera or speaker for audience
- Webinar recording, transcripts and slide deck (English & French) will be available on the [JPAAC website](#).

Webinar - JPAAC Presents: Justice of the Peace Ontario - Are You Right for this Role?

Hosted by:

Nicholas Charitsis, Chair

Her Worship Libby Garg, Senior Indigenous Justice of the Peace, Core Member

Justices of the Peace Appointments Advisory Committee (JPAAC)

Pre-recorded Microsoft Teams Event

Housekeeping: Before We Start

- Webinar is prerecorded.
- To better understand the role of the JPAAC, the application process and the justice of the peace position, you should also watch the 2024 Webinar, “Is this Your Calling?”
- Webinar recording, transcripts and slide deck (English & French) are available on the [JPAAC website](#).
- Closed captioning is available in English and French.

Introductions

Nicholas Charitsis, JPAAC Chair

- Appointed as JPAAC member and designated as Lead for the Central East Region in March 2022.
- Appointed as JPAAC Chair in May 2024.
- Called to the Ontario Bar in 2004.
- Graduate of Osgoode Hall Law School and earned Bachelor of Business Administration degree in 1999 from the Schulich School of Business at York University.
- Has worked as a per diem Assistant Crown Attorney and has practiced criminal defense at his own firm, Charitsis Law, since 2006.

Her Worship Libby Garg, Senior Indigenous Justice of the Peace

- Appointed as a justice of the peace in 2021.
- Prior to appointment, was an entrepreneur in the restaurant and technology sectors.
- Called to the Ontario Bar in 2013 and practiced criminal law prior to transitioning to business.
- Is Syilx and a proud member of the Okanagan Indian Band from British Columbia.
- Graduate of UBC Law School and earned a Bachelors Degree in Commerce and Economics from UBC's Sauder School of Business.
- Has served on numerous committees including JPAAC, the Gladue Bail Operations Committee, Gladue Youth Subcommittee, and the Indigenous Initiatives Advisory Committee.

Agenda

- Introductions
 - Nick Charitsis, JPAAC Chair
 - Her Worship Libby Garg, Senior Indigenous Justice of the Peace
- Land Acknowledgement
- JPAAC's Mandate and Manner of Operating
- Who We Are
- Role of a Justice of the Peace in Ontario
- Are You Right for This Role?
- Before You Apply
- Important Application Tips
- Selection Criteria
- If You Are Selected for an Interview
- Preparing for the Interview
- Why Apply

Land Acknowledgement

Today we are gathered for this webinar with individuals anticipated to join us from all across the province of Ontario. Ontario has the largest Indigenous population of any other province in Canada. There are approximately 134 First Nations in Ontario and growing Inuit and Metis populations. Ontario is covered by 46 treaties and other agreements.

Acknowledging the land and traditional territory is a practice of Indigenous people, and can be helpful in learning about the land and area that we are on. Canada's history did not begin with the arrival of the settlers or the creation of Canada or Ontario. It recognizes that the history of the First Peoples in this continent began much earlier.

I am pleased to co-host this meeting today from the City of Hamilton on the traditional territories of the Haudensaunee, and the Anishnaabeg peoples. This territory is covered by the Upper Canada Treaties and adjacent to Haldiman Treaty territory.

We are thankful to be able to work and live in these territories. We are thankful to the Indigenous peoples who have cared for these territories since time immemorial.

JPAAC's Mandate

The Committee is responsible for:

- a) classifying candidates for appointment as justices of the peace;
- b) reporting on the classifications to the Attorney General; and
- c) providing advice to the Attorney General respecting the process.

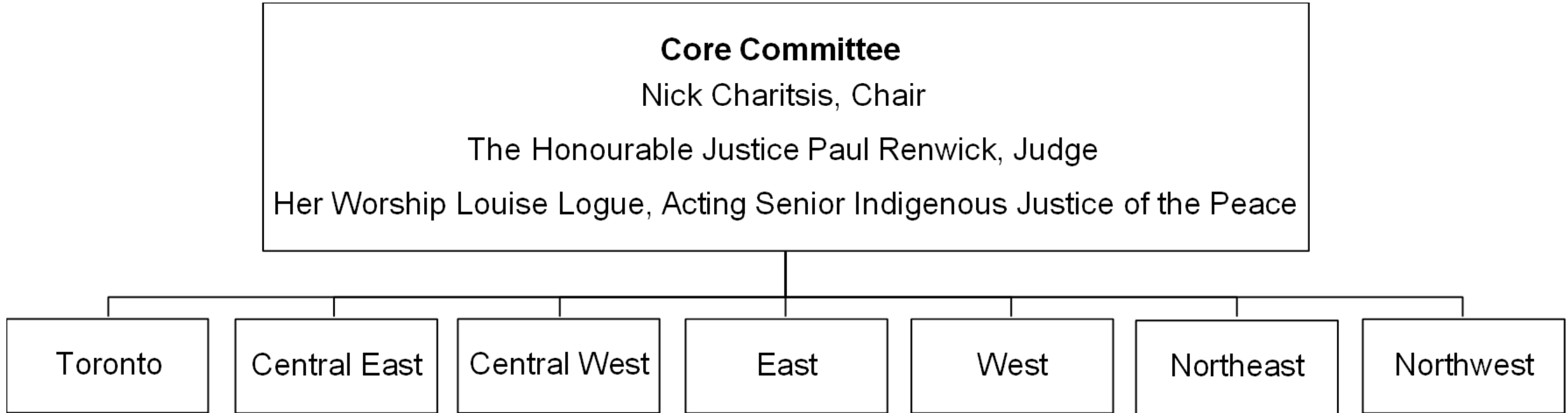
Justices of the peace are appointed by the Lieutenant Governor in Council on the recommendation of the Attorney General.

JPAAC's Manner of Operating

- The manner of JPAAC's operating are set out in the [*Justices of the Peace Act*](#).
- Key functions include:
 - On the request of the Attorney General, advertise for applications for vacant justice of the peace positions.
 - Review and evaluate all applications received in response to the advertisement, including interviewing any of the candidates.
 - When conducting the review and evaluation process in accordance with the criteria established:
 - a) assess candidates' work experience, leadership, community awareness, and personal characteristics, and
 - b) recognize the desirability of reflecting the diversity of Ontario society in appointments of justices of the peace.
 - Classify candidates as "Highly Recommended", "Recommended" or "Not Recommended" and provide a list of the classified candidates to the Attorney General, with brief supporting reasons for the candidates classified as "Highly Recommended" or "Recommended".

Who We Are

JPAAC consists of up to 38 members composed of the Core Committee and 7 Regional Committees:



Each of the 7 Regional Committees is composed of up to 5 members:

- 3 lay members and 1 Law Society of Ontario Licensee (lawyer or paralegal),
 - Appointed by the Attorney General,
- The Regional Senior Justice of the Peace.

Role of a Justice of the Peace in Ontario

- **Justices of the peace preside over:**
 - Criminal Court: bail hearings, case management, intake - search warrants, production orders, peace-bond applications, and Form 2 (*Order for Examination under the Mental Health Act*).
 - Provincial Offences Court: trials, resolutions and case management court (e.g., *Highway Traffic Act, Liquor License Act, Environmental Protection Act, Heritage Hunting and Fishing Act*).
- No legal education is required.
- Life-time, full-time appointment, mandatory retirement at age 65, can continue serving full-time or as a per-diem justice of the peace until age 75.
- \$172,010/year + pension and benefits as of April 1, 2022.
- Independent judicial officer.
- No base court location transfers for a minimum of 5 years and even then, only if a base court has a vacancy and the transfer meets the court's operational needs.

Role of a Justice of the Peace in Ontario (Cont'd)

- **Extensive travel required:**
 - 10 weeks of initial education throughout the first year after appointment is required in-person in Toronto. In addition, a justice of the peace is often required to travel to preside in various courts within the region, and occasionally throughout the entire province. Travel is also required to various locations throughout the province and within your region for semi-annual conferences, other seminars and annual regional meetings. “Seniority” of a justice of the peace has no bearing on the amount of travel.
- **Working in-person:**
 - Justices of the peace cannot work from home. They are required to preside and work from a courthouse. The location is assigned by the regional senior justice of the peace and can vary from day to day and week to week based on operational needs.
- **Ability to work a flexible schedule is required:**
 - Last minute (often morning of) schedule changes to the type and location of court assignment are common. Justices of the peace do not control their own schedule. Workdays can be very long due to long court lists, unexpected delays in court and sometimes due to travel. One or two bail courts per region and in some regions certain intake courts are open on weekends and all statutory holidays. Justices of the peace are therefore sometimes required to work weekends/statutory holidays in these courts. Justices of the peace are also sometimes required to work overnight or 12 hours days to receive Telewarrants (electronic search warrant applications).

Are You Right for This Role?

The skills, abilities and personal characteristics desired in a justice of the peace:

- **Decision making:** Demonstrates complex decision making capacity and good judgement.
- **Community connection:** Understands and is connected to the community you wish to serve.
- **Knowledge of the role:**
 - Court observations, a true appreciation of the complexities and challenges, including the need to make difficult decisions, which may not always be widely accepted, but are grounded in law and supported by sound reasoning, in a fast-paced environment.
 - Ability to learn and use new technology.
 - Ability to work independently and cooperatively as a part of the larger justice system.
 - Impact on a personal level (flexibility with scheduling required, travel, long-hours, witness to trauma, psychological and physical demands).
- High level of achievement and leadership in employment and community service, including high ethical standards in work and personal life.
- Cultural competency which includes understanding the diversity and issues specific to each community to which you are applying.
- Character, integrity, communication, interpersonal skills, compassion and empathy.

Before You Apply

- Watch the 2024 [JPAAC Webinar](#).
- Refer to the JPAAC website for the [application form and instructions](#).
- Review the [Selection Criteria](#).
- Read the [Frequently Asked Questions](#).
- Do not rely on AI tools to answer any of the questions. You are encouraged to check for correct spelling and grammar. Your responses should be original and will be evaluated as part of the application process.
- Review your social media content as it may be screened for your suitability for the role as a justice of the peace.
- Consider resolving any litigation, claims, or other outstanding matters that may adversely reflect on the Ontario Court of Justice should you be appointed.

Important Application Tips

Failure to complete all parts of the application or follow the instructions as written, will result in your application being deficient and not reviewed.

1. Complete all required sections on the form.
2. Indicate the order of your location preferences by entering a number next to the court location(s) to which you are applying. Using the numbers 1 through 6, with 1 as your first choice, select at least one location and up to a maximum of six. To ensure your preferences are considered, do not use any number more than once, and only use numbers - letters or symbols, such as checkmarks, are not accepted.
3. Observe justices of the peace presiding in court. For more information on how to observe justices of the peace, please see: [Access to Court Proceedings](#). You need to observe criminal bail court, criminal case management court, provincial offences early resolution court and provincial offences trial court for each vacancy/region to which you are applying.
4. Provide the names of four referees—two persons who have direct knowledge of your work experience and two persons who have an understanding of your participation in community service (direct involvement would be preferred). Choose a mix of references who can speak to your different work and community service experiences. You must provide current contact information for all referees.
5. Complete the authorization and attestation by checking the box and typing your name and dating the last page of the application form.
6. Follow the maximum word counts where indicated in the application.
7. Use JPAAC's [current prescribed application form](#).

Selection Criteria

Candidates must demonstrate that they meet **all** selection criteria during the application process. The review process will also consider the importance of reflecting Ontario's diversity in the appointments of justices of the peace and evaluate the candidate's [skills, abilities and personal characteristics](#) in relation to those expected of a justice of the peace.

The following have been adopted by the Committee:

- 1) Proven ability and experience in making sound, practical, and timely decisions with complex factors.
- 2) Demonstrated a multi-year commitment to high level leadership or achievement in employment or community service, with these pursuits forming an integral part of their professional and community contributions.
- 3) Awareness and understanding of the breadth, depth, and commitment required for the [role](#) of a justice of the peace and the skills and abilities applicable to the [vacancy](#).
- 4) Keen interest in people and humanity as demonstrated through compassion, empathy, and engagement with aspects of diversity relevant to the vacancies to which you apply.
- 5) Exhibits superior oral and written communication skills and an ability to present a clear, concise, and well-written application.
- 6) Work, volunteer, education, or other experience that is clearly relevant and transferable to the duties and responsibilities of a justice of the peace.
- 7) Ability and willingness to learn, substantiated through the candidate's record of life-long learning.
- 8) Exemplifies a strong work ethic, with a proven reputation for reliability and preparedness. Has the ability to work both co-operatively and independently.
- 9) Displays a high level of interpersonal skills, character, and integrity.
- 10) Bilingual ability, if applicable.
- 11) Possess the required level of experience required to perform the duties of a justice of the peace.

If You Are Selected for An Interview

You will be asked to submit documentation to support your application:

1. Education

- Transcripts and proof of post-secondary education or an equivalency program (translated to English or French, if applicable).

2. Designated Bilingual Vacancies

- Vacancies that are indicated as bilingual require an assessment of a candidate's ability to communicate at a superior level of French. You will be required to perform a French language proficiency test if you have applied to a position designated as bilingual.

If You Are Selected for an Interview (Cont'd)

3. Designated Indigenous Vacancies

- For justice of the peace positions designated as Indigenous, preference will be given to applicants who identify as First Nations, Métis, or Inuit and who have a meaningful and demonstrated connection to an Indigenous community.
- The Committee recognizes that Indigeneity and connecting to one's First Nations, Métis, or Inuit identity can be complex. Due to the impacts of colonization, systemic displacement, or other historical factors, some individuals may not have had continuous connection to their communities or may face barriers to obtaining formal documentation.
- If you are selected for an interview, you will be asked to provide documentation to support your self-identification. This documentation may include materials from one of the following categories:
 1. Government-Recognized Documentation
 2. Alternative Documentation of Kinship or Community Connection
 3. If no documentation is available: Applicants who are unable to provide documentation under the above categories may, in up to 400 words, describe their personal journey of reconnecting with their Indigenous identity. This statement should include, where possible, information about their Nation or community affiliation, and lived experience relevant to their Indigenous identity.

If You Are Selected for an Interview (Cont'd)

4. Security and Disclosure Checks

- If you are or have been a member of a professional organization or a regulatory body, you will be required to permit the organization(s) to disclose any complaints, charges, insurance or compensation claims made against you.
- Professions with organizations or associations include but are not limited to: accountant, forester, lawyer, military officer, nurse, paralegal, police officer, social worker and teacher.
- JPAAC will provide you with the required security and disclosure authorization forms to complete after you are selected for an interview. JPAAC may also wish to obtain information from other sources. In making these inquiries, every effort will be made to maintain confidentiality.

Preparing for the Interview

- Formal professional panel interview.
- Interviews will be conducted in-person. Committee members may attend both in-person and virtually.
- Candidates will be contacted by JPAAC to inform them of the date, time and location of their interview.
- If you applied to a single region, the interview panel will consist of up to eight JPAAC members.
- If you applied to multiple regions, the interview panel may be considerably larger.
- Interviews are fast-paced and typically only last 40-45 minutes. JPAAC urges you to be concise and mindful of the timeframe.
- JPAAC is looking for:
 - How you meet **all** of the selection criteria and exhibit the traits, character, temperament, disposition, presentation, and preparation needed to be successful in the role of a justice of the peace.
 - How you demonstrate your position and thought process to make timely decisions with complex issues.
 - How well you handle stress and conduct yourself during the interview process.
- JPAAC encourages you to continue observing justices of the peace in court even after being granted an interview.
- Time is not given at the end of the interview to ask questions.

Why Apply

- Serving the community is a calling.
- Be a role model within your community.
- Position is respected.
- Opportunity to make a real impact on people's lives.
- Bring an individual perspective and lived experience to the justice system.
- Personal and professional growth and development.
- Prestigious milestone in public service.

The Committee encourages interested candidates who have previously submitted applications to apply again. The Committee recommends that interested candidates continue building their skills and abilities to meet **all** of the [qualifications and selection criteria for a justice of the peace](#) and include the updated information in their new application.

Biographies

Her Worship Lauren Scully, Senior Advisory Justice of the Peace

- Appointed as a Justice of the Peace in 2011. Appointed Regional Senior Justice of the Peace for the Northeast Region in 2017. Appointed Senior Advisory Justice of the Peace in 2019.
- Graduated with a law degree from Osgoode Hall Law School in 1994 and was called to the bar in Ontario in 1996.
- Was in the private practice of law as a per diem criminal duty counsel and criminal defence counsel.
- Prosecuted provincial offence cases and did solicitor work for the City of North Bay for 10 years as Assistant City Solicitor and City Prosecutor.
- As Senior Advisory Justice of the Peace, assists the Associate Chief Justice-Coordinator Justices of the Peace with education and all issues pertaining to the work of Justices of the Peace.
- Responsible for the planning, development, and implementation of education programs for Justices of the Peace.

Her Worship Louise Logue, A/Senior Indigenous Justice of the Peace

- Appointed as a Justice of the Peace in 2010. Appointed Senior Indigenous Justice of the Peace in 2025.
- Prior to appointment, practiced as a registered nurse.
- Specialized in working with ‘at-risk’ offenders in a variety of settings, including psychiatric institutions, secure custody facilities, and police services.
- Obtained a Certificate in Chemical Dependency Counseling and went on to develop and implement a Substance Abuse Treatment Program for incarcerated youth.
- Recognized as a Mental Health and Crime Prevention expert. Qualified as a Drug Expert in the Superior Courts of Ontario and Quebec.
- For over 35 years, researched, developed and implemented “Early identification/Early intervention strategies” for police services and educators.
- Studied in the fields of Mental Health, Functional Family Therapy, and Cognitive Behavioural Restructuring Treatment Techniques.
- An Executive Board of Director member and advisor to numerous youth serving agencies in Ottawa
- Recognized both nationally and internationally for innovative work in crime reduction and mental health.

Justice of the Peace Vacancies - 2025

At the request of the Attorney General and in accordance with the [*Justices of the Peace Act*](#), the Justices of the Peace Appointments Advisory Committee (JPAAC) invites applications for vacant Justice of the Peace positions in the province of Ontario in the following court locations:

Barrie (Bilingual-1)
Barrie (Indigenous-1)
Belleville (1)
Brampton (5)
Brantford (2)
Cornwall (Bilingual-2)
Fort Frances (1)

Hamilton (1)
Kitchener (1)
Kitchener
(Indigenous-1)
London (3)
Orangeville (1)
Oshawa (1)
Oshawa (Bilingual-1)

Ottawa (1)
Sioux Lookout (1)
Sioux Lookout (Indigenous-1)
Sudbury (Bilingual-1)
Timmins (Bilingual-1)
Toronto (4)
Toronto (Indigenous-2)

Thank you

JPAAC.Info@ontario.ca

www.ontariocourts.ca/ocj/jpaac