

Mediator

Help two sides settle without a trial. Usually a second career built on law, social work or business.

TYPICAL PAY

\$85,000

a year, full time

PAY RANGE

\$54k to \$124k

starting to experienced

TIME TO QUALIFY

4 to 8 years

after high school

DEMAND

Good

job outlook

LICENCE NEEDED

No

anyone can do it

WHERE YOU WORK

**Private practice, family courts,
government, unions, tribunals**

How you get there

- 1 High school diploma** Grade 12
Focus on English, social studies and any debate or leadership activity.
- 2 A degree in a related field** 3 to 4 years
Law, social work, psychology, business or labour relations. Some colleges offer conflict resolution certificates alongside.
- 3 Work in your field first** 2 to 5 years
Lawyer, counsellor, HR (human resources) manager, union rep. Mediation skills grow out of real disputes.
- 4 Mediation training** 80 to 180 hours
Q.Med (Qualified Mediator) with the ADR (alternative dispute resolution) Institute of Canada needs at least 80 hours of training. C.Med (Chartered Mediator) needs 180 hours, 15 mediations as lead mediator, and a live assessment.
- 5 Build a roster** Ongoing
Court rosters, family mediation lists, insurer and union panels. Word of mouth from lawyers is the main way cases arrive.

Pros and cons

- + Meaningful: people leave with a deal instead of a trial
- + Flexible hours and remote work
- + Long career with no physical toll
- Slow start; it takes years to build a caseload
- Sitting between angry people all day
- Income is uneven in private practice

Good to know

Ontario makes some lawsuits mediate first

In Toronto, Ottawa and Windsor, most civil lawsuits must go through mediation before trial under Ontario's mandatory mediation program. It has kept thousands of cases out of courtrooms.

Two designations, one big gap

The ADR (alternative dispute resolution) Institute of Canada's Chartered Mediator needs 180 hours of training and 15 real mediations. Its Qualified Mediator needs 80 hours. Most working med...

Optional boosts

Family mediation. Commercial and construction. Workplace and labour. Med-arb.

Where these numbers come from

Job Bank: Mediators, wages (updated Nov 2025)
ADR Institute of Canada: Mediator designations (Q.Med and C.Med)
Family Mediation Canada
Ontario Association for Family Mediation

Numbers checked September 2026. Pay figures are typical full-time annual amounts in Canadian dollars, based on Government of Canada Job Bank wage data and published salary grids. They vary by province, employer and experience. Tuition is for domestic students. Sources, links and the click-through version: <https://career.help/ca/careers/mediator>



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