



**NEVADA
COUNTY**
CALIFORNIA

**CAREER
OPPORTUNITY**



COUNTY OF NEVADA, CALIFORNIA

ATTORNEY II *OR* ATTORNEY III

DISTRICT ATTORNEY'S OFFICE

ATTORNEY III SALARY: \$124,758–\$152,304 DOE/DOQ

ATTORNEY II SALARY: \$111,793–\$136,477 DOE/DOQ

THE COUNTY OF NEVADA, CALIFORNIA IS SEEKING AN EXPERIENCED PROFESSIONAL **ATTORNEY II OR III** to join the District Attorney's (DA's) Office, an enriching work environment where legal expertise, strategic thinking, and effective advocacy are paramount. This Attorney will prosecute primarily felony cases, including violent offenses. The ideal candidate will bring a wealth of experience in criminal law, including a demonstrated proficiency in jury trial proceedings. They will be compassionate and engaging, highly organized, and thoughtful in their pursuit of justice. This Attorney will step into a positive and encouraging legal team as a motivated self-starter, using their strong foundation in legal research, court procedures, and oral advocacy to represent the interests of the County and community.

The level of this role is determined by the candidate's depth of experience in the practice of criminal law. The level of Attorney III is characterized by a heightened level of complexity and sensitivity, often involving the most difficult, serious, and intricate criminal cases, including homicides. At either level, this position offers exceptional opportunities to make a tangible impact in the community, as attorneys at both levels are entrusted with significant responsibilities. *The County of Nevada prioritizes work-life balance, family, and professional development in a vibrant community surrounded by rivers and mountains. Be part of a winning team—Apply today!*

THE COMMUNITY

NEVADA COUNTY IS PERFECT for those who crave a peaceful and fulfilling lifestyle in the great outdoors. The County is home to over 104,000 residents and covers an area of 974 square miles. Surrounded by the stunning Sierra Nevada Mountains, this county is a nature lover's paradise, with state parks, lakes, and trails galore for hiking, camping, and fishing. And let's not forget the ski resorts and snow parks, which make Nevada County a winter wonderland. Nevada County also has a thriving arts and cultural scene with a vibrant community of artists and musicians, galleries, theaters, and performance spaces. The Nevada County Fairgrounds host events year-round, including the ever-popular Nevada County Fair and the California Worldfest. Nevada County is also an economic powerhouse, with local businesses and industries thriving in technology, health, and tourism, where residents can enjoy affordable California living!



THE COUNTY

THE COUNTY OF NEVADA is governed by a five-member **Board of Supervisors** who are dedicated to providing outstanding public service through working with the community to develop sound and innovative public policy and deliver excellent services in a fiscally responsible manner. The County is comprised of 875 full-time employees and another 100+ temporary employees who provide essential services across the County's 25 departments. The County strives to be a community where all residents thrive, visitors feel welcome, and we care for one another and value our differences.

[CLICK LINK](#)



THE DISTRICT ATTORNEY'S OFFICE

THE NEVADA COUNTY DISTRICT ATTORNEY'S OFFICE'S MISSION

is to provide exemplary legal services to enhance public safety and create a sense of security in the community through vigorous enforcement of the law in a just, honest, efficient, and ethical manner, and, while doing so, to treat all people in a professional, honest, and respectful manner. The primary responsibility of the District Attorney's Office is the prosecution of felony and misdemeanor offenses that are referred by law enforcement agencies. Specialized vertical prosecution units have been established to handle sexual assault and cases of family violence. The DA's Office employs 31 staff, including 11 full-time attorneys, and filed charges in over 1200 cases in 2023, with a conviction rate of 59%. As a County Department, the DA's Office operates with an approximate annual budget of \$7.2 million.

THE JOB

THIS ATTORNEY WILL HANDLE COMPLEX CRIMINAL CASES from start to finish, including conducting legal research, evaluating evidence, negotiating plea deals, and trial litigation. They will demonstrate a profound understanding of criminal law principles, trial procedures, and rules of evidence, and stay current in their knowledge of judicial decisions pertinent to their cases. They will analyze complex pieces of evidence, including digital footage from body-worn and vehicular cameras, and evidence and call logs from computers and cellular phones. They will make independent decisions regarding case strategy and will draw on their knowledge of case law and exceptional critical thinking to execute that strategy with precision. While both classification levels will prosecute serious felony crimes, the Attorney Level III will specialize in the most complex criminal cases, including homicides.

THE IDEAL CANDIDATE

THE ATTORNEY WILL BE A DEFT COMMUNICATOR, with strong writing skills and the ability to articulate complex legal arguments to diverse audiences, including witnesses and juries. Expertise in both criminal law and an unwavering commitment to the pursuit of just outcomes in their work are desired. The ability to argue persuasively is critical in this role. The ideal candidate will also be capable of building positive rapport and trust with a wide variety of colleagues and stakeholders, including law enforcement partners, other attorneys, and support staff. They will demonstrate a team-oriented attitude and contribute to a positive and cooperative workplace culture in the Department. They will be an organized, detailed, and thorough legal practitioner with exceptional judgment—able to balance advocacy for victims and their families, equity and fairness for defendants, and the interests of the community.



The ideal candidate will also...

- ▶ Maintain exemplary ethical and professional standards, and act with integrity at all times.
- ▶ Demonstrate strong technological acumen, the ability to learn new technologies and programs efficiently, and a familiarity with legal case management software and evidence management systems.
- ▶ Be comfortable working independently, managing a dynamic workload, and collaborating with colleagues and support staff.
- ▶ Be flexible and capable of pivoting in the face of shifting priorities.
- ▶ Navigate challenges with resilience and composure.



MINIMUM QUALIFICATIONS

ATTORNEY II LEVEL

EDUCATION: Graduation from an accredited law school.

ACCREDITATION: Active membership with good standing in the State Bar of California.

EXPERIENCE: Equivalent to 18 months of experience practicing criminal law.

ATTORNEY III LEVEL

EDUCATION: Graduation from an accredited law school.

ACCREDITATION: Active membership with good standing in the State Bar of California.

EXPERIENCE: Equivalent to 36 months of experience practicing criminal law.

SALARY & BENEFITS

ATTORNEY III SALARY: \$124,758–\$152,304 DOE/DOQ
ATTORNEY II SALARY: \$111,793–\$136,477 DOE/DOQ

PLUS, a generous benefits package that includes:

MEDICAL, DENTAL, AND VISION PLANS. CalPERS' suite of medical plan offerings. Delta Dental Coverage and Vision Service Plan (VSP) vision coverage.

RETIREMENT. The County is in the Public Employees' Retirement System (CalPERS) coordinated with Social Security.

HOLIDAYS. 11 paid holidays plus 2 floating holidays per year.

SICK LEAVE. 8 hours accrued per month.

VACATION LEAVE. 10 hours accrued per month (years 1-4) and increases to 13.334 hours per month (years 5-10).

ADMIN LEAVE. 40 hours per fiscal year.

LIFE INSURANCE. \$50,000 with the option to purchase supplemental insurance.

TUITION REIMBURSEMENT. The continuing education program is designed to assist employees in achieving their higher education degrees such as MA/ MS. The County of Nevada is also a qualified employer under the Public Service Loan Forgiveness Program (PSLF).

EMPLOYEE ASSISTANCE PROGRAM. Confidential counseling, coaching, and wellness services.

457 DEFERRED COMPENSATION, including a Roth option and a 401(a) plan.

FLEXIBLE SPENDING ACCOUNT. (FSA) Health and/or Dependent Care accounts.

LONGEVITY PAY. 2.5% pay differential for employees with 10 or more years of service.



HOW *to* APPLY

This position will remain open until filled. Qualified candidates will be interviewed as they are identified. For consideration, apply **ASAP** at:

WBCP JOB BOARD



Please contact Shawna Cresswell, Senior Management Technician, with any questions:

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