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# CAREER OPPORTUNITY

## DEPUTY GENERAL COUNSEL V

PORT OF SAN DIEGO  
SAN DIEGO, CALIFORNIA

### ANNUAL SALARY:

**\$199,117–\$296,365 DOE/DOQ\***

\*A COLA increase is scheduled for October 2025.



**PORT** of  
**SAN DIEGO**

**T**he Port of San Diego is seeking an experienced **Deputy General Counsel V** to serve as a trusted legal advisor on complex labor and employment matters. This senior-level attorney provides strategic counsel on collective bargaining, employee relations, and litigation, while also supporting the development and implementation of key personnel policies. As a vital member of the General Counsel's team, the Deputy General Counsel V works closely with executive leadership and the Board of Port Commissioners, offering high-level legal guidance and representation on issues that shape the organization's workforce and operations. The ideal candidate has expertise in employment and labor law, contract negotiations, and civil litigation, along with prior experience working in a public agency or government setting. This is an exceptional opportunity to contribute to a dynamic organization in a role that combines advisory work, litigation oversight, and significant involvement in labor negotiations and policy development. ***Make meaningful impact through leadership, strategy, and service, apply today!***

# THE COMMUNITY

**THE PORT OF SAN DIEGO IS SITUATED** in the thriving coastal region of Southern California. The City of San Diego, with a population of approximately 1.4 million, boasts a world-renowned quality of life with 93 miles of pristine shoreline, temperate climate year-round, and a rich, multicultural environment. Whether it's enjoying a day at one of 31 beaches, visiting iconic attractions like the San Diego Zoo, exploring historic neighborhoods, or taking a short trip to Baja California, life in San Diego offers diverse experiences for residents and visitors alike.



## THE PORT OF SAN DIEGO

**THE PORT OF SAN DIEGO MANAGES SAN DIEGO BAY** and 34 miles of its beautiful, natural waterfront for the people of California. The Port was established in 1962 under the Port Act and is charged with implementing the Tidelands Trust Doctrine. The Port is the fourth largest of the 11 ports in California and one of 16 strategic ports in the U.S.

Self-funded largely from its real estate and maritime portfolios, the Port contributes billions annually to San Diego's economy, benefiting the community, local businesses, and employees. Businesses at the Port provide thousands of well-paying careers, supporting individuals and families throughout the region. The Port oversees two maritime cargo terminals, two cruise ship terminals, 22 public parks, the Harbor Police Department, and the leases of hundreds of tenant and subtenant businesses around San Diego Bay. These include 17 hotels, 74 restaurants, three specialty retail centers, and numerous other attractions including museums and bay tours.

[Find out more about the Port of San Diego](#)

[FY 2025 Annual Budget](#)



# THE DEPARTMENT

**THE OFFICE OF GENERAL COUNSEL IS A FULL-SERVICE LAW OFFICE**, providing high-quality and timely legal services. Counsel attorneys advocate on behalf of the Port, as well as its departments, employees, and the Board of Port Commissioners. The Office of the General Counsel offers an inclusive and collegial environment with the ability to work on cutting-edge and complex legal issues and direct interactions with Port executives and Commissioners.



## THE POSITION

**THE DEPUTY GENERAL COUNSEL V IS A SENIOR-LEVEL ATTORNEY** responsible for providing comprehensive legal services, with a primary focus on labor and employment law. Key responsibilities include serving as lead counsel for union negotiations, providing advisory support during labor contract discussions, conducting employee investigations, advising on discipline, and supporting the development and implementation of personnel rules and policies in collaboration with the Human Resources team. They represent the Port in civil litigation and administrative hearings, handling all phases of litigation, including preparing briefs, pleadings, motions, and arguments, as well as managing outside counsel on complex cases. Additionally, the Deputy General Counsel V provides strategic legal advice to executives, the lead negotiator, and the Board of Port Commissioners on a wide range of legal issues, including public agency law, labor negotiation, risk management, and employment matters. They collaborate closely with the General Counsel leadership and regularly presents to the Board of Port Commissioners, drafts legal opinions and contracts, and serves as a trusted advisor on high-impact organizational matters. The Deputy will also regularly take on additional assignments as needed to support the Port's legal and organizational priorities.



# THE IDEAL CANDIDATE

**T**HE IDEAL CANDIDATE IS A HIGHLY SKILLED legal professional with strong expertise in employment and labor law, collective bargaining, and civil litigation, with public agency or government experience strongly preferred. Strong negotiation and communication skills enable effective management of collective bargaining agreements and union matters, while sound investigative and decision making abilities support the handling of employee investigations and disciplinary actions. The successful candidate brings strong litigation management, collaboration, and project management skills, along with expertise in project labor agreements, personnel policy, and California Brown Act and regulatory compliance. As a strategic thinker and clear communicator, they excel at translating complex legal concepts into practical guidance and building trust with executives, board members, and union representatives. Collaborative, adaptable, and self directed, this individual thrives in a collegial environment while independently managing a diverse legal portfolio and working with minimal supervision.

***The ideal candidate will also possess the following core competencies...***

**Integrity & Sound Judgment:**

Consistently acts with honesty, fairness, and ethical responsibility while making well reasoned decisions in the best interest of the organization.

**Problem Solving & Decision-Making:**

Analyzes complex issues, evaluates options, and implements effective solutions that align with organizational goals and legal requirements.

**Relationship Building & Political Acumen:**

Builds trust, presents effectively, and collaborates with executives, board members, staff, and union representatives while navigating the dynamics of a public agency environment.

**Composure & Change Agility:** Remains steady and adaptable under pressure, effectively managing shifting priorities and evolving organizational needs.



## MINIMUM QUALIFICATIONS

*Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:*

**Education:** Juris Doctor degree from an accredited law school.

**Experience:** Five (5) years of progressively responsible experience in the practice of law, preferably in a governmental setting and/or in the practice of specialized areas of the law such as employment and environmental law. Time served as a District Intern counts towards the years of experience.

**License:**

- Current membership in good standing in the State Bar of California and admission to practice before State of California and federal courts.
- Possession of a valid California Class "C" Driver's License at time of appointment and to be maintained throughout employment.
- Upon appointment, the incumbent will be enrolled in the California DMV Pull Notice Program.

**DESIRED.** Public contract experience



## UPCOMING PROJECTS & OPPORTUNITIES

**COMPREHENSIVE PERSONNEL POLICY UPDATE.** Collaborate with the HR team to review, update, and implement comprehensive personnel rules that align with current laws and organizational goals.

**LABOR NEGOTIATIONS SUPPORT.** Provide legal counsel and strategic guidance for upcoming Teamsters negotiations in 2026 and other labor agreements to ensure fair, compliant, and effective outcomes.







# SALARY & BENEFITS

Annual Salary: **\$199,117 – \$296,365 DOE/DOQ\***

\*A COLA increase is scheduled for October 2025.

## Benefits:

- ▶ 100% Paid Medical, Dental, and Vision Insurance
- ▶ Retirement Plan (2% @ 62)
- ▶ Annual Leave and Unclassified Leave
- ▶ Longevity Pay
- ▶ 14 Paid Holidays
- ▶ Tuition Reimbursement and Professional Development Support
- ▶ Employee Assistance Program (EAP)
- ▶ Monthly Car Allowance: \$600
- ▶ Annual Wellness Reimbursement
- ▶ Flexible and Hybrid Work Schedules Available: In accordance with the Port of San Diego policy and upon approval.

See the Port of San Diego's full benefits overview for executive roles:

[BENEFITS OVERVIEW PDF](#)



# HOW TO APPLY

For first consideration, apply by **SEPTEMBER 11** at:

[WBCP JOB BOARD](#)



**SAVE THE DATES.** Round one virtual interviews will take place on **OCTOBER 8**. Finalists will move forward to round two in-person interviews on **OCTOBER 23**. *Selected candidates must be available for all interview dates.*

Please contact your recruiters, **Levi Kuhlman** or **Wendi Brown**, with any inquiries:

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