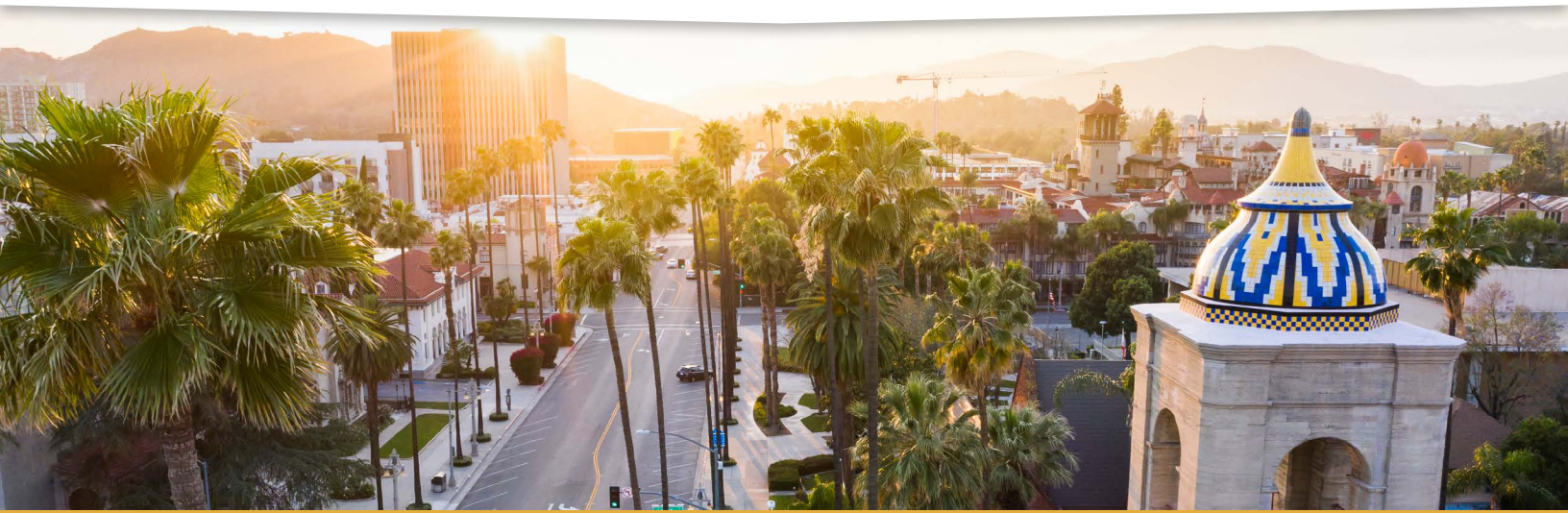


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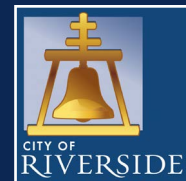
C A R E E R O P P O R T U N I T Y

# CITY ATTORNEY

CITY OF RIVERSIDE, CALIFORNIA

**ANNUAL SALARY: \$372,624**

**T**HE CITY OF RIVERSIDE, CALIFORNIA IS SEEKING a strategic, principled, and visionary legal professional to serve as its next **City Attorney**. As the chief legal advisor to the City Council and executive leadership, the City Attorney plays a pivotal role in guiding major initiatives and protecting the City's legal and operational integrity. They oversee a talented legal team of 45.5 staff members and the City Attorney's Office budget of \$7.9 million, manage high-profile litigation and complex contracts, and provide trusted counsel on matters that influence the organization and community at every level. The ideal candidate is a respected legal strategist who thrives in a complex civic environment, and possesses strong public sector legal expertise, sound and ethical judgment, and a reputation for fairness, discretion, and clear, collaborative communication. ***Drive legal stewardship for a thriving, forward-looking City, apply today!***



# THE COMMUNITY & CITY GOVERNMENT

**RIVERSIDE IS A RAPIDLY GROWING METROPOLITAN** hub with a vibrant artistic spirit and a strong vision for a sustainable urban future. As the 12th largest city in California, it is home to approximately 321,000 residents across 82 square miles and offers an exceptional balance of affordability, innovation, and cultural diversity. The city features a rich mix of urban amenities, including museums, theaters, fine dining, lively festivals, and markets, alongside four internationally recognized universities and colleges. Riverside also offers abundant family-friendly recreation, including the California Citrus State Historic Park and Castle Park. Just 56 miles east of Los Angeles, it provides easy access to beaches, mountains, and desert escapes. With leading industries in education, healthcare, and technology, Riverside continues to evolve as a dynamic center of opportunity and high quality of life in Southern California while staying true to its unique identity as a large city with a small-town feel.

The City operates under a Council-Manager form of government, with policy direction provided by a seven-member, elected City Council. As a full-service municipality, the City delivers a comprehensive range of services, including public safety, utilities (electric, water, wastewater, and refuse), community services, and more. With an approximate FY 2025-2026 budget of \$1.45 billion and 2,737 full-time staff, the City is committed to providing high quality municipal services to ensure a safe, inclusive, and livable community.

[LEARN MORE ABOUT THE CITY](#)

[SEE THE CITY'S OFFICIAL YOUTUBE CHANNEL](#)



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# OFFICE OF THE CITY ATTORNEY

**T**HE RIVERSIDE CITY ATTORNEY'S OFFICE IS A DYNAMIC and integral part of city governance, dedicated to delivering ethical, high-quality legal services that directly support the day-to-day work of City departments, elected officials, and community-serving initiatives. The Office advises daily on municipal operations, drafts and reviews critical legal documents, such as ordinances, resolutions, and contracts, and ensures the City's legal posture is proactive, sound, and aligned with its mission and thoughtful community-driven legal strategy.

Beyond the essential functions, the Office thrives on the opportunity to engage in an impactful, forward-thinking strategy. Working in close partnership with the City Council and executive leadership, the City Attorney's Office plays a pivotal role in crafting legal approaches that advance major policy goals, enhance public services, and protect the City's interests. Operating with a budget of \$7.9 million and a team of 45.5 staff members, the Office champions a collaborative and mission-driven culture. Each team member contributes unique expertise toward a shared vision: to make Riverside a more vibrant, just, and well-governed city where residents can thrive.

[LEARN MORE ABOUT THE OFFICE](#)

[VIEW THE CITY ATTORNEY'S OFFICE ANNUAL REPORT](#)



# THE POSITION

**R**EPORTING DIRECTLY TO THE CITY COUNCIL, the City Attorney serves as the chief legal advisor to the City's elected officials, City Manager, departments, boards, and commissions. This leader is responsible for providing legal counsel on all municipal matters, managing litigation, and preparing complex legal documents including ordinances, resolutions, contracts, deeds, leases, and bonds. The City Attorney attends all City Council meetings, represents the City in legal proceedings and before external agencies, and oversees outside counsel on specialized matters. As a core member of the City's executive team, the City Attorney helps shape major civic initiatives and provides legal guidance that balances innovation, compliance, and public interest. They develop Office-wide goals and policies, and supervise and mentor 45.5 staff members, ensuring the consistent delivery of timely, expert, and ethical counsel.

This position is ideal for a legal professional energized by the daily work of government service, and who is passionate about building strategic solutions in partnership with leadership to meet the evolving needs of the Riverside community. Success in this role goes beyond legal expertise. It demands exceptional judgment, clear and strategic communication, and a deep understanding of how to apply complex legal principles in service of good governance, effective city operations, and community well-being. The City Attorney shapes civic life by building relationships, earning trust, and contributing to initiatives that reflect the City's values and priorities. Staying actively engaged with the community ensures that legal advice is informed by the lived experiences and priorities of the City's residents.



# THE IDEAL CANDIDATE

**A S A NEUTRAL INTERPRETER** of the law, the ideal candidate is a trusted and respected legal professional with substantial experience in municipal law and a proven track record of delivering sound counsel to elected officials and executive leadership to the benefit of the entire community. Committed to upholding the City's legal and ethical standards, they ensure compliance with all applicable laws while proactively identifying and mitigating legal risks. They bring expertise in California land use law, CEQA, and utilities law, enabling them to navigate complex regulatory landscapes and provide strategic guidance on matters central to the City's operations and long-term planning. As a collaborative partner, they excel at consulting, providing thoughtful guidance and well-reasoned recommendations that support informed real-time decision-making. With the ability to clearly translate complex legal concepts for diverse audiences, the ideal candidate bridges gaps in understanding and fosters trust and open, candid dialogue. They build strong relationships with the City Council, City Manager, department heads, and community stakeholders, bringing strategic foresight to emerging legal and policy challenges. This individual champions innovative, equitable solutions aligned with the City's mission and values, thrives in a dynamic environment, and leverages their expertise to advise on governance and policy with transparency, trust, integrity, and accountability.

## ***The ideal candidate will demonstrate the following core competencies...***

**Legal Acumen & Strategic Thinking:** Possesses deep expertise in civil, criminal, constitutional, and administrative law, with the ability to interpret and apply legal principles to complex municipal matters. Proactively identifies risks and crafts innovative, sound solutions aligned with City goals, demonstrating strong skill in risk and cost-benefit analysis—balancing legal posture with the City's budget and exposure, and carefully weighing the implications of pursuing or settling litigation with attention to public funds and reputational impact.

**Interpersonal Integrity & Professional Presence:** Effectively balances approachability with the gravity and responsibility of the legal profession. Builds rapport with elected officials, staff, and community members through respectful, open, and engaging communication, never compromising legal neutrality or professional boundaries.

**Collaboration:** A solutions-oriented partner who seeks practical, balanced outcomes that reflect both legal integrity and community priorities. Builds strong working relationships with elected officials, city leaders, staff, and residents through mutual respect, active listening, and trust. Committed to inclusive decision-making and transparent processes that support shared goals.

**Communication & Engagement:** Excels at translating complex legal language into clear, accessible guidance for diverse audiences. Through forthright communication and thoughtful engagement, offers logical, persuasive legal advice and fosters mutual understanding on sensitive or high-impact issues.

**Leadership & Supervision:** Leads and mentors staff and external counsel with integrity and professionalism. Aligns department objectives with broader City priorities, encouraging excellence and continuous development in a collaborative, accountable, and healthy internal culture.

**Adaptability:** Demonstrates agility in responding to evolving legal challenges and community priorities. Builds relationships across jurisdictions and agencies, balancing legal risk with the City's mission and values to support inclusive, principled decision-making.



## MINIMUM QUALIFICATIONS

**Education:** Must possess a Juris Doctor Degree from an ABA-accredited or California-accredited law school and be in good standing of the California State Bar.

**Experience:** A minimum of ten years of responsible professional legal experience in municipal law, with at least five years in a Public Agency Attorney's Office.

## DESIRED

- Knowledge of CEQA and California land use and utilities laws.

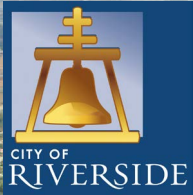
## UPCOMING CITY-WIDE PROJECTS & OPPORTUNITIES

**RIVERSIDE ALIVE.** A transformative mixed-use development project, envisioned as a cornerstone of downtown revitalization. The project aims to integrate residential, commercial, hospitality, and public spaces to foster economic growth and community engagement.

**GREEN TECH & ECONOMIC EXPANSION.** As Riverside positions itself as a leader in green technology, manufacturing, and economic development, legal support plays a vital role. This includes crafting incentive agreements, ensuring regulatory compliance, and safeguarding the City's interests in public-private partnerships that drive sustainable growth.

**OLYMPIC WHITEWATER VENUE DEVELOPMENT & SPORTS AND ENTERTAINMENT FACILITIES.** In preparation to serve as an Olympic whitewater rafting venue, this milestone project brings a range of complex legal considerations. This includes land use, environmental review under CEQA, and intricate contractual agreements. The project will require strategic land-use planning and development agreements to support its successful execution.

**PUBLIC OVERSIGHT COMPLIANCE.** Following the passage of a ballot measure for an Inspector General, the attorney must ensure compliance with expanded transparency and accountability requirements.



# COMPENSATION & BENEFITS

The annual salary for this position is **\$372,624. PLUS** an attractive benefits package that includes:

<p><b>Health, Vision, &amp; Dental Coverage:</b> The City offers seven (7) Health Plans, one (1) Vision plan and three (3) Dental plans.</p>	<p><b>Medical Opt-Out Option:</b> Employees may elect to waive the health insurance coverage offered by the City and receive a \$2,000 annual stipend.</p>
<p><b>Life Insurance Coverage:</b> 2X annual up to a maximum amount of \$700,000, plus AD&amp;D. The City pays 100% of the cost of basic life insurance.</p>	<p><b>Voluntary Enrollment:</b> Additional Life Insurance, Flexible Spending Accounts, Critical Illness and Legal Services.</p>
<p><b>Long-Term Disability:</b> The Plan covers 60% of the employees' monthly pay, up to a \$11,000 maximum. Enrollment is optional and employee-paid.</p>	<p><b>457/401A Deferred Compensation Plans:</b> The City contributes \$200 per month towards a 401A plan; employees must contribute a minimum of \$12.50 semi-monthly to the 457 plan.</p>
<p><b>Retirement Plan:</b> The City participates in CalPERS. Classic member formula is 2.7% @ 55 and employees pay 8% contribution.</p>	<p><b>Click here to view detailed benefits information.</b></p>

CLICK  
LINK

## HOW TO APPLY

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

**WBCP JOB BOARD**

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**INTERVIEWS.** Interviews are anticipated to take place in **MID-APRIL**.

**QUESTIONS?** Please contact your recruiter, Terri Maus-Nisich, with any questions:  
**541.664.0376** direct | **866.929.9227** toll-free  
**terri@wbcpsc.com**