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COUNTY COUNSEL

COUNTY OF ALAMEDA, CALIFORNIA

ANNUAL SALARY: $319,904–$415,625 DOE/DOQ

THE COUNTY OF ALAMEDA, CALIFORNIA, is seeking a seasoned legal executive to serve as its next County Counsel. Reporting directly to the Board of Supervisors, the County Counsel will serve as a trusted advisor to the Board of Supervisors, executive team, staff, commissions, and special districts, while also overseeing the work of outside counsel retained to handle specialized or complex litigation and legal matters affecting County government. They will lead a department with a total budgeted staff of 80 and an annual budget of approximately $18 million and ideally bring broad public-sector legal expertise, sound judgment, political acumen, and the ability to build trust, communicate effectively, navigate with discretion, and provide practical counsel in support of the County's mission and strategic priorities. **Be the trusted legal voice behind one of California's most dynamic counties; apply today!**

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THE COMMUNITY

ALAMEDA COUNTY IS AMONG California's most populous and diverse counties, offering an exceptional blend of vibrant urban centers, thriving suburban communities, cultural diversity, and outdoor recreation in the East Bay region. Residents can enjoy the picturesque bayfront shoreline on Alameda Island, renowned wineries in the Livermore Valley, popular destinations such as Lake Merritt and Jack London Square, and an expansive network of regional parks and open space. Located directly across the Bay from San Francisco and within easy reach of Silicon Valley, Napa Valley, and the Pacific Coast, Alameda County provides access to world-class dining, entertainment, employment centers, and transportation networks. The region is recognized for its innovation, lively arts and culinary scenes, highly regarded educational institutions, and diverse communities, while its economy is driven by healthcare, technology, life sciences, education, government, advanced manufacturing, and international trade.

Discover Alameda County

1.68
MILLION RESIDENTS

821
SQ. MI.

14
INCORPORATED CITIES

6
UNINCORPORATED COMMUNITIES

53K+
ACRES STATE & REGIONAL PARK LAND

7,300+
ACRES URBAN PARK LAND



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THE COUNTY

OPERATING UNDER A CHARTER form of government, the **County of Alameda** is guided by a five-member Board of Supervisors. With more than 10,000 employees across 21 agencies and departments and an annual budget of $6.7 billion, the County provides essential services including health care, social services, public works, elections, criminal justice, and public safety. Explore the County's **Vision 2036**, Alameda County's forward-thinking strategic framework focused on equity, well-being, and thriving communities.



THE OFFICE OF THE COUNTY COUNSEL/THE JOB

THE OFFICE OF THE COUNTY COUNSEL provides legal guidance and representation to County leadership, departments, boards, commissions, and special districts, to assist the advancement of County initiatives in compliance with applicable laws and regulations. This Office advises on a broad range of complex municipal law matters, supporting policy development, risk management, governance, and the delivery of essential public services to Alameda County's diverse communities.

The County Counsel reports directly to the Board of Supervisors and oversees an operational budget of $18 million and a dedicated team of 54 attorneys, 5 paralegals, and 21 additional professional staff with the majority of staff and attorneys represented by one of three unions. The County Counsel is responsible for administration, team management and leadership, mentorship and succession planning while ensuring responsive, high-quality legal services. This exciting role has the opportunity to oversee a vast legal portfolio, from child dependency and public assistance/public guardianship to land use, labor and employment, election law, and more. The Board seeks a trusted advisor who can effectively navigate the intersection of law, policy, and governance while remaining grounded in legal integrity, sound judgment, and public service.

UPCOMING OFFICE PROJECTS & PRIORITIES

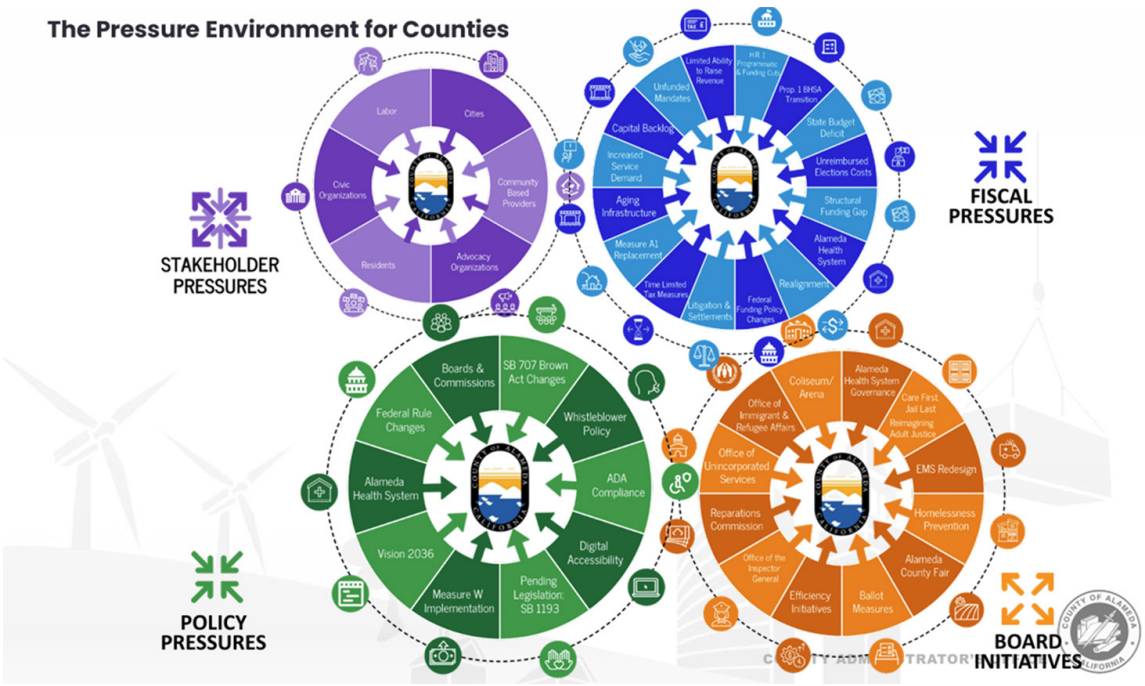
REAL ESTATE. Provide legal oversight and strategic counsel for a significant County real estate project with broad organizational and community impact.

LAND USE & ZONING. Advise regarding land use planning, development, and zoning matters affecting Alameda County's unincorporated communities.

PUBLIC SAFETY LITIGATION. Manage pending public safety litigation, advising Board on associated liability and exposure.

POLICY & ORDINANCE DEVELOPMENT. Support the development and implementation of emerging County policies and ordinances, including tenant protections and illegal dumping regulations.

URBAN GROWTH BOUNDARY INITIATIVES. Advise County leadership on potential ballot measures, policy analysis, and legal considerations related to urban growth boundaries and future development.



THE IDEAL CANDIDATE

THE IDEAL CANDIDATE IS A POLITICALLY ASTUTE, ethical, and collaborative leader who communicates clearly, translates complex issues into understandable guidance, and presents thoughtful options and strategies that move initiatives forward and empowers well-informed decision-making. They approach problem-solving with creativity and pragmatism, focusing on how to achieve objectives safely and effectively rather than simply identifying obstacles. They are an analytical legal executive with broad public agency law experience and the ability to quickly assess new and evolving legal issues. Above all, the ideal County Counsel is committed to actualizing the best possible outcomes for the County.

The successful candidate will bring:

- Experience with complex litigation, land use, employment law, and other public-sector legal matters.
- The ability to provide clear, practical, and objective guidance that supports informed decision-making.
- The professional judgment, independence, and integrity needed to address sensitive matters while upholding the highest ethical standards.
- Natural curiosity, strong analytical skills, and a hardworking approach to understanding the complexity and evolving nature of public law.
- A thoughtful, steady leadership style that supports continued excellence, collaboration, and professional development.

The ideal candidate will also demonstrate the following core competencies:

High Standards: Maintains exceptional professional standards and delivers high-quality legal counsel and organizational leadership.

Integrity: Demonstrates unwavering ethical judgment, independence, and accountability while building trust with elected officials, County leadership, staff, and stakeholders.

Composure: Remains calm, objective, and effective when navigating complex legal matters, political sensitivities, and high-pressure situations.

Self-Objectivity: Demonstrates self-awareness and sound judgment by thoughtfully considering diverse perspectives, remaining open to feedback, and making decisions based on facts, law, and the best interests of the County.

MINIMUM QUALIFICATIONS

Either the equivalent of five (5) years full-time experience in the class of Deputy County Counsel, or the equivalent of two years full-time experience in the class of Senior Deputy County Counsel, or the equivalent of one (1) year full-time experience in the class of Assistant County Counsel or Chief Assistant County Counsel in the County of Alameda classified service.

OR: The equivalent of six (6) years full-time, increasingly responsible experience as an attorney in the field of civil law.

OR: Any combination of training, education, and experience that is equivalent to one of the patterns listed above and will provide the required knowledge and abilities.

License:

- Current membership in the California State Bar in good standing.
- Valid California Motor Vehicle Operator's license.

SALARY+BENEFITS

This position will receive an annual salary of **$319,904–$415,625 DOE/DOQ**, **PLUS** an excellent benefits package that includes:

Medical Insurance: The County pays 85% of medical premiums for employees and eligible dependents, with HMO and PPO options available. A $3,600 County Allowance is provided for eligible health and insurance expenses.

Dental Insurance: The County pays 100% of dental premiums, with PPO and HMO options, including adult and child orthodontia.

Vision Insurance: Voluntary vision coverage is available through Vision Services Plan (VSP).

Retirement: Employees participate in the Alameda County Employees' Retirement Association (ACERA) defined benefit plan. The County also contributes 7% of salary to a 401(a) retirement plan.

Flexible Spending Accounts: Pre-tax options include Health FSA, Dependent Care Assistance, Adoption Assistance, and Commuter Benefits.

Car Allowance: $509.23 per pay period is provided in lieu of an assigned County vehicle.

Deferred Compensation: The County contributes the maximum allowed by IRS Code 457 to the County's Deferred Compensation Plan. For 2026, the annual normal maximum is $24,500; employees may also contribute, with a $20 minimum per pay period.

Disability Benefits: SDI and Paid Family Leave are available; voluntary Short-Term and Long-Term Disability coverage.

Life/AD&D Insurance: The County provides $75,000 in Basic Life Insurance. Supplemental Life and Group AD&D coverage are available for purchase.

Paid Time Off: Includes up to 25 vacation days (accrual rate depends on years of service), 12 paid holidays, 4 floating holidays, 8 Management Paid Leave days, and up to 13 sick days annually (no maximum sick day accrual).

Additional Benefits: Includes Guaranteed Ride Home, Employee Assistance Plan, Life Assistance Plan, and voluntary legal, pet, accident, hospital indemnity, critical illness, and identity protection plans.

HOW *to* APPLY

For first consideration, submit a resume (compelling cover letter encouraged) by **OCTOBER 28** at:

WBCP JOB BOARD

CLICK BUTTON

SAVE THE DATES

Panel interviews will take place in-person on **DECEMBER 9**. Finalists will move forward to closed-session interviews with the Board of Supervisors, anticipated to take place on **JANUARY 7, 2027**. Candidates should plan to be available for both dates.

QUESTIONS?

Please contact your recruiter, **Lauren Gerson-Greene**, with any questions:

541.664.0376 direct
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