



California Coastal Commission

November 15, 2019

Revised December 19, 2019

JOB ANNOUNCEMENT

**ATTORNEY
LEGAL DIVISION
HEADQUARTERS OFFICE
SAN FRANCISCO**

**TWO FULL-TIME, ONE YEAR LIMITED TERM POSITION
(WITH THE POSSIBILITY OF EXTENSION OR BECOMING PERMANENT)**

The California Coastal Commission (Commission) is seeking two talented attorneys to join its Legal Division. The Commission is a small State agency that has regulatory and planning authority over development in the California coastal zone. The mission of the Commission is to provide for the balanced use of the coastal zone and to protect, restore, and enhance coastal and marine resources for the continuing benefit of current and future generations. Employees at the Commission enjoy working on a broad range of issues to plan for and manage coastal land uses while protecting important coastal resources including wetlands, habitats that support rare and endangered species, scenic landscapes and views to the sea, public shoreline access and recreational opportunities. The Commission's staff includes dedicated planners, scientists, attorneys and administrative staff. The Commission's Headquarters Office is located in San Francisco's Financial District, and the Commission has district offices in San Diego, Long Beach, Ventura, Santa Cruz and Arcata.

The Commission values diversity at all levels of the organization and is committed to fostering an environment in which employees from a variety of backgrounds, cultures, and personal experiences are welcomed and can thrive. We believe the diversity of our employees and their unique ideas inspire innovative solutions to further our mission of protecting and enhancing California's coast and ocean for present and future generations.

About the Job. The Commission's Legal Division currently includes eight full-time and one half-time attorney positions, including the Chief Counsel. The attorneys advise the staff and the Commission on a wide variety of legal issues, including those arising under the California Coastal Act, the Federal Coastal Zone Management Act, the California Environmental Quality Act, the Subdivision Map Act, the U.S. Constitution, and numerous other state and federal laws. The position will be filled in San Francisco. There may be occasional travel to other parts of the State.

Assignments will include review and analysis of planning staff's recommendations, legal research, preparation of legal opinions for both Commission staff and the Commission, and advising Commission staff about legal requirements for coastal development permits, local coastal programs and related matters. It is not currently anticipated that the attorney will represent the Commission in litigation, although the attorney may represent the Commission in administrative proceedings and participate in preparing documents for court.

Desired Qualifications. We're looking for an attorney with excellent research, writing, communication and analytical skills, who exercises sound judgment and enjoys working both independently and as part of a team. Attorneys are expected to be rigorous and pro-active in identifying issues and creative in problem-solving. Two to five years of experience in land use law, environmental permitting or a closely related practice is strongly preferred.

California Coastal Commission Job Announcement

Page 2

ELIGIBILITY: Individuals on the Attorney eligible list are encouraged to apply. Names are added to this list through participation in the on-line examination at www.calcareers.ca.gov. Current State employees or former State employees with transfer or reinstatement rights at the Attorney level are also eligible. (Please note that in order to be eligible for transfer or reinstatement, applicants **must** meet the minimum qualifications of the Attorney classification.) Appointment is subject to the State Restrictions of Appointment (SROA) provisions. Applicants must clearly indicate the basis of their eligibility, including SROA, surplus, transfer, re-employment status, or list eligibility in the Examination or Job Title section on the State Application Form 678.

SALARY: \$5,756 – \$10,028 per month, depending on qualifications and experience

CONTACT: For information about the position contact: Alex Helperin, Assistant Chief Counsel, at (415) 904-5220.

For information about the application and/or hiring process contact: Human Resources Office at (415) 904-5430 or toll free 866-831-2540 or HumanResources@coastal.ca.gov.

FILING: The position will be open until filled. We hope to fill this position as soon as possible so it is important to file your application immediately. Applications will be screened and only those most qualified will be interviewed. All interviews will take place in San Francisco. No relocation expenses will be offered. Submit a cover letter, current resume, State Application Form 678 and relevant legal writing sample (5 pages or less) to:

Human Resources Office
CALIFORNIA COASTAL COMMISSION
45 Fremont Street, Suite 1930
San Francisco, CA 94105-2219
(415) 904-5430 / toll free: 1-866-831-2540
HumanResources@coastal.ca.gov

Please indicate “Attorney” in the Examination/Job Title section of the State Application Form 678.

FOR MORE INFORMATION ABOUT THE CALIFORNIA COASTAL COMMISSION AND WHAT WE DO AND TO OBTAIN A STATE APPLICATION FORM 678, VISIT OUR WEBSITE AT: WWW.COASTAL.CA.GOV. IF YOU HAVE ANY QUESTIONS, YOU MAY E-MAIL US AT HUMANRESOURCES@COASTAL.CA.GOV OR CALL THE ABOVE NUMBERS.

The State of California is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation.

Assistance for the Hearing Impaired can be accessed by dialing 711