



JOB ANNOUNCEMENT

ATTORNEY III

LEGAL DIVISION

SAN FRANCISCO

FULL-TIME, LIMITED TERM

(with the possibility of extension or becoming permanent)

The California Coastal Commission (Commission) is seeking an experienced attorney 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 Legal Division is located at the Commission's Headquarters Office at the edge of San Francisco's Financial District. 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 perspectives and 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. Attorneys and Attorney IIIs advise the staff and the Commission on a wide variety of legal issues, including the more complex issues arising under the California Coastal Act, the Federal Coastal Zone Management Act, the California Environmental Quality Act, the Subdivision Map Act, real property law, the U.S. Constitution, and numerous other state and federal laws. Attorney IIIs are expected to be experts in these areas of the law and to be able to work with broad discretion and independence with minimum supervision. The position will be filled in San Francisco, although part-time remote work would be considered. There may be occasional travel to other parts of the State.

Assignments will include providing legal advice and assistance to Commission management and to the Commission's district offices and programmatic divisions on complex questions concerning the Coastal Act, Commission regulations, planning and zoning, and environmental and real property law and working with the Attorney General's Office on litigation-related matters. Attorney III assignments may include providing advice to Commission staff and applicants regarding the generation, recordation, and analysis of deed restrictions, easements, offers to dedicate easements, and other recorded documents. Attorney IIIs may also be responsible for the review and analysis of planning staff's recommendations, research and 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, enforcement actions, federal consistency review 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. Three to five years of experience in land use law, environmental permitting, real estate transactions, litigation, or a closely related practice is strongly preferred. Advanced knowledge of the Coastal Act is highly desirable.

ELIGIBILITY: Individuals on the Attorney III eligible lists are eligible for consideration. Current State employees or former State employees with transfer or reinstatement rights at the Attorney III 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 III classifications.)* 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 (STD 678).

EXAMINATION: [Attorney III examination \(CalHR\)](#)

SALARY: Attorney III: \$9976 - \$12,798 per month

CONTACT: For more information about the position: Louise Warren, Chief Counsel, at (415) 904-5227 or Louise.Warren@coastal.ca.gov.

For more information about the application and/or hiring process: Human Resources Office at (415) 904-5430 or toll free 866-831-2540 or HumanResources@coastal.ca.gov. You can also find more information at www.jobs.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. Interviews may take place in San Francisco or virtually. No relocation expenses will be reimbursed. Submit a cover letter, a current resume, a CA State Application (STD 678), a minimum of three references and a legal writing sample (5 pages or less) to:

Human Resources Office
CALIFORNIA COASTAL COMMISSION
455 Market Street, Suite 300
San Francisco, CA 94105-2421
(415) 904-5430 / toll free: 1-866-831-2540
HumanResources@coastal.ca.gov

Please indicate "Attorney III" in the Examination/Job Title section of the State Application (STD 678).

FOR MORE INFORMATION ABOUT THE CALIFORNIA COASTAL COMMISSION AND WHAT WE DO AND TO OBTAIN A STATE APPLICATION (STD 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.

It is an objective of the State of California to achieve a drug-free work place. Any applicant for state employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the State, the rules governing Civil Service, and the special trust placed in public servants.

Assistance for the Hearing Impaired can be accessed by dialing 711