



COUNTY OF SAN DIEGO
COUNTY COUNSEL

Assistant County Counsel

County Counsel

Anticipated Hiring Range: \$287,456.00 - \$313,651.52 Annually

Excellent Benefits Package

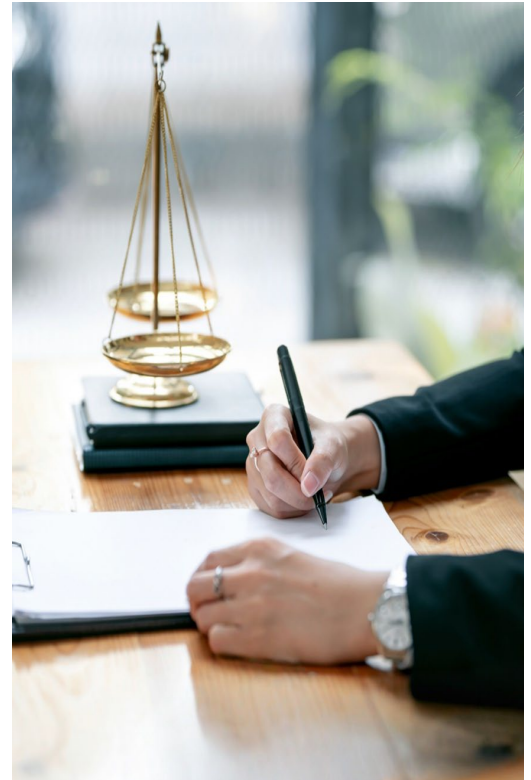
SanDiegoCounty.gov



The Position

The County of San Diego is launching a first-of-its-kind Consumer Fairness & Public Protection (CFPP) Unit and is seeking a dynamic, mission-driven **Assistant County Counsel** to build and lead it. This is a rare opportunity to shape a new civil-enforcement model in one of the nation's largest and most diverse counties. The selected candidate will have the unique opportunity to design, build, and lead the CFPP Unit from inception. This includes setting the unit's strategic direction, establishing its priorities, and recruiting and developing a high-performing legal team. The selected candidate will lead impactful affirmative civil litigation to address systemic misconduct and protect 3.3 million residents.

This role is ideal for an innovative, forward-thinking leader who is passionate about public service and ready to build a modern, data-informed consumer protection program. The County is looking for someone who can combine litigation expertise with thoughtful pre-filing engagement, drive measurable public impact, and inspire a team committed to a robust, mission-aligned enforcement practice.



Key Responsibilities

Under the direction of the County Counsel, the Assistant County Counsel will:

- Oversee affirmative civil litigation, including the identification of high-impact cases and development and implementation of enforcement strategies.
- Establish and direct a structured consumer complaint intake and review process capable of identifying patterns of systemic harm, triaging matters for investigation or referral, and informing enforcement priorities.
- Maintain constructive working relationships with peer jurisdictions, the California Department of Justice, the District Attorney's Office, and other enforcement partners; thoughtfully engage with community and consumer advocates and industry stakeholders.
- Where appropriate, oversee the use of voluntary mediation or facilitated resolution processes that can provide timely relief to residents while advancing compliance with consumer protection laws.
- Establish durable operational and reporting frameworks.



The Department

The Office of County Counsel is a full-service law office, tasked with handling the County's civil law needs, including proactive participation in all phases of governmental decision-making and a very active and successful trial litigation program. The Office of County Counsel is responsible for representing County departments and a staff of over 19,000 employees.

The Office provides advisory and litigation support to the Board of Supervisors, County departments, County officers, boards, and commissions.

The Ideal Candidate

The ideal candidate will possess a professional history that demonstrates the following:

- Deep civil enforcement experience (state AG, City Attorney, County Counsel, federal enforcement agency, or equivalent).
- Demonstrated success leading complex investigations and high-impact litigation.
- Experience designing or scaling enforcement programs.
- Political sophistication, institutional judgment, and the courage to exercise independent enforcement discretion consistent with the rule of law.
- Ability to build durable enforcement infrastructure, not merely litigate cases.
- Commitment to the rule of law, fairness in markets, and measurable public outcomes.
- Proven ability to inspire, mentor, and retain high-performing attorneys and investigators in a demanding public-interest litigation environment.



Minimum Qualifications

Active membership in good standing with the State Bar of California AND

Five (5) years of experience which demonstrates the ability to perform the essential functions of the classification. Experience must include four (4) years of management level experience and at least one (1) year of supervision.

Delivering the highest quality legal services to our clients as efficiently and economically as possible in order to facilitate the achievement of the goal of County government to better serve the residents of San Diego County.

Compensation & Benefits

The anticipated hiring salary range for this position is \$287,456.00- \$313,651.52 annually. Annual salary reviews are performance based and goal oriented. Other benefits include:

Benefits include:

- 15 days of paid vacation, 12 paid holidays, 2 paid floating holidays, 13 days of paid sick leave, 10 days of paid executive time off and a total of 3 days of paid emergency child and/or older adult care leave per year
- Medical, dental, and vision insurance plans
- Disability Insurance, Life Insurance, and Accidental Death/Dismemberment Insurance
- Defined benefit retirement program
- Flexible Management Benefit Package – a monthly credit may be used to select benefits from a group of options
- Reciprocity with other governmental retirement systems may be granted; for further information, visit the website for the **San Diego County Employees Retirement System**
- Deferred Compensation Program 457 and 401(a) plans
- Relocation allowance up to \$20,000 for eligible expenses



Why San Diego?

Enjoy a lifestyle that balances work and play:

- Pristine Coastline: Over 70 miles of beaches.
- Mild Weather: Average 72°F with 10.4 inches of annual rainfall.
- Diverse Geography: Snow-capped mountains, deserts, and vibrant cities.
- Culture & Entertainment: Petco Park, Gaslamp Quarter dining, and multicultural experiences.

County of San Diego Vision & Values

The County of San Diego and its employees embrace the vision of a just, sustainable, and resilient future for all. Our values include: integrity, equity, access, belonging, excellence, and sustainability. Each of which are infused throughout our operations. While also embracing a mission of strengthening our communities with innovative, inclusive, and data driven services through a skilled and supported workforce. Click the following links to learn more about our [Strategic Plan](#) and our [Annual Report](#).



The County of San Diego is committed to valuing diversity and practicing inclusion because our diverse workforce is our greatest asset, and our customers are our number one priority.

How to Apply

Application Process And Recruitment Schedule

1. Complete the online application at www.sandiegocounty.gov/hr select Current Job Postings, Job Number 26221705U.
2. Attach your résumé and cover letter.
3. Attach a copy of your college degree, final transcripts or foreign studies equivalency certificate (if education was obtained outside of the U.S.)

Key Dates:

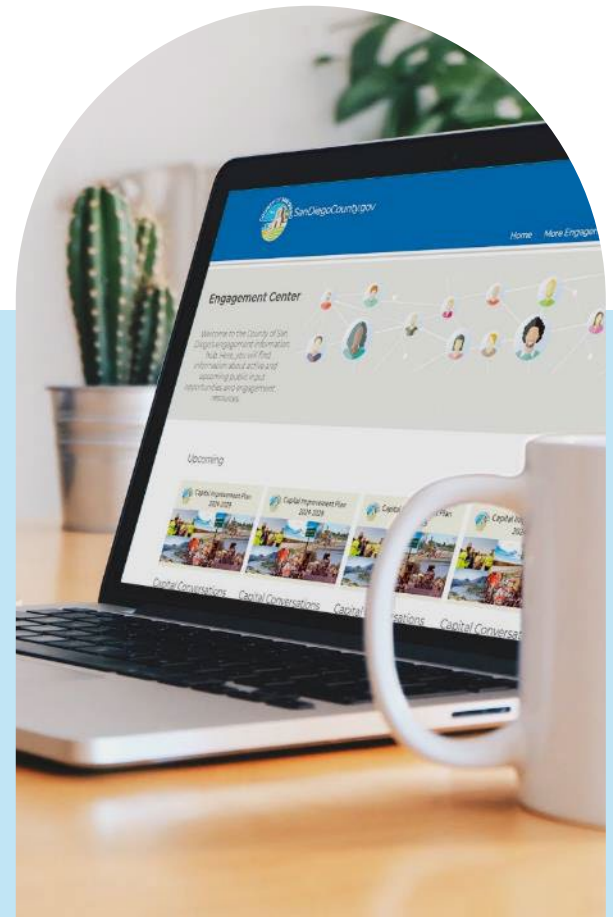
- Resume Review: Week of June 22nd
- Interviews: Week of June 29th
- Expected Start Date: Month of August

Special Notes

The Department of Human Resources removes personally identifiable information from all recruitments. This practice, called Blind Applicant Screening, hides a candidate's personal information that could influence or bias a hiring decision. Personal information includes name, phone number, address, gender, age and race. This process helps contribute to a fair and equitable selection process leading to a more diverse and inclusive workforce.

The most highly qualified candidates, based on the evaluation results, will be referred for an interview. Be sure to include your experience in meeting the minimum requirements in both the Work Experience section and the Supplemental Questionnaire section of the Application.

Resumes will not be accepted in lieu of the application Work History and/or supplemental questionnaire



Contact Information

You may direct any questions regarding the application and selection process to Veronica Gibson, Senior Executive Recruiter, at Veronica.Gibson@sdcounty.ca.gov

