



Assistant Chief Legal Officer - Compliance

(Actual Class: Retirement Assistant General Counsel)

San Diego County Employees Retirement Association (SDCERA)

Anticipated Hiring Range: \$200,000 to \$252,324.80

(Salary will depend on experience and/or education)

SanDiegoCounty.gov



Assistant Chief Legal Officer - Compliance SDCERA

SDCERA is seeking an accomplished, collaborative, and forward-thinking leader to serve as its next **Assistant Chief Legal Officer –Compliance** (Actual job class: Retirement Assistant General Counsel) . This is a unique opportunity to provide strategic leadership in a complex and dynamic regulatory environment, serving a critical role in advancing organizational compliance.

Under direction of the Chief Legal Officer, positions in this class represent the San Diego County Employees Retirement Association (SDCERA) and provide or assist with the delivery of legal services to the Board of Retirement, Board committees, SDCERA officers, and other staff, including but not limited to the following areas: governance, compliance, administration, and other duties.

Key responsibilities for this position include the following:

- Lead a comprehensive SDCERA-wide compliance program.
- Oversee, coordinate, and monitor the day-to-day compliance activities of SDCERA and ensure the compliance program effectively prevents and/or detects violations of law, regulations, policies, or procedures.
- Regularly review the compliance program and recommend appropriate revisions and modifications, including advising SDCERA leadership of compliance risk areas.
- Coordinate internal and external resources to ensure ongoing effectiveness of compliance program.
- Develop education and training programs for the Board, staff, contractors and others working with SDCERA.
- Ensure internal controls can prevent and detect significant instances of patterns of illegal, unethical, or improper conduct by the Board, staff, contractors and others working with SDCERA.
- Maintain awareness of changes in legislation, regulations, and best practices so that changed obligations and circumstances can be appropriately addressed and implemented.
- Provide guidance and advice regarding compliance matters and ethical issues such as conflict of interest and disclosure of economic interests pursuant to the Political Reform Act and Government Code section 1090 and other legal issues.
- Investigate ethics hotline and other employment-related complaints.
- Provide guidance and advice on SDCERA's procurement program including the drafting and negotiation of SDCERA contracts.
- Assist in the development and implementation of SDCERA's strategic plan and the Board of Retirement's directions, policies, and decisions.
- Stay current on legal developments relevant to SDCERA's business and affairs as well as prepare responses to Public Records Act requests.

Minimum Qualifications

Active membership and in good standing with the State Bar of California and five (5) years of experience that demonstrates the ability to perform the essential functions of the classification.

*****It is highly desirable that applicants possess ten (10) years of experience providing or assisting with the delivery of legal services to a Board of Retirement or governmental agency.



San Diego County Employees Retirement Association (SDCERA)

SDCERA administers retirement benefits for employees of San Diego County and other participating employers. SDCERA employees are employees of the County, and administer benefits for approximately 52,032 members and their beneficiaries. To learn more about SDCERA, go to: www.sdcera.org.



The Ideal Candidate

The ideal candidate will possess a professional history that demonstrates the following leadership competencies, knowledge, experience, and attributes:

- Has a broad understanding of legal principles, legal research, and compliance issues
- Possesses knowledge of State and Federal statutory and case law applicable to public entities in California, including but not limited to CERL, PEPRA, the California Constitution, conflict of interest laws, the Brown Act, and Public Records Act'
- Demonstrates a strong understanding of the legal, regulatory, and administrative framework governing public-sector organizations
- Has experience managing the overall legal activities of a public organization
- Has experience explaining facts, laws, and arguments clearly, logically and persuasively in written and oral form to a board of directors, staff, consultants, managers, service providers, and outside counsel
- Possesses the ability to communicate with a variety of individuals representing diverse cultures and backgrounds and function calmly in adverse situations, which require a high degree of sensitivity, tact and diplomacy
- Has a proven track record providing responsive, high-quality legal services on behalf of a large public entity



Compensation & Benefits

The anticipated hiring salary range for this position is \$200,000 - \$252,324.80 annually. Salary will depend on experience and/or education. Annual salary reviews are performance based and goal oriented.

Benefits

- 15 days of paid vacation, 12 paid holidays, 2 paid floating holidays, 13 days of paid sick leave, 10 days of 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 plans
- Disability Insurance, Life Insurance, and Accidental Death/Dismemberment Insurance
- Flexible Management Benefit Package – a monthly credit may be used to select benefits from a group of options
- Defined benefit retirement program
- Reciprocity with other California public retirement systems may be available; for more information, visit [San Diego County Employees Retirement Association](#)
- Deferred Compensation Program 457 and 401(a) plans
- May be eligible for a relocation allowance up to \$15,000
- View the detailed Benefit Plan for SDCERA [here](#)



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.
- San Diego offers an excellent quality of life, supported by high-performing schools and a robust, diversified regional economy.

County of San Diego Vision & Value



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 [here](#) for more information on our [Strategic Plan \(sandiegocounty.gov\)](#).



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 26029208U.
2. Attach your résumé and cover letter.
3. Attach a copy of your current and active State of California Bar licensure.

Key Dates:

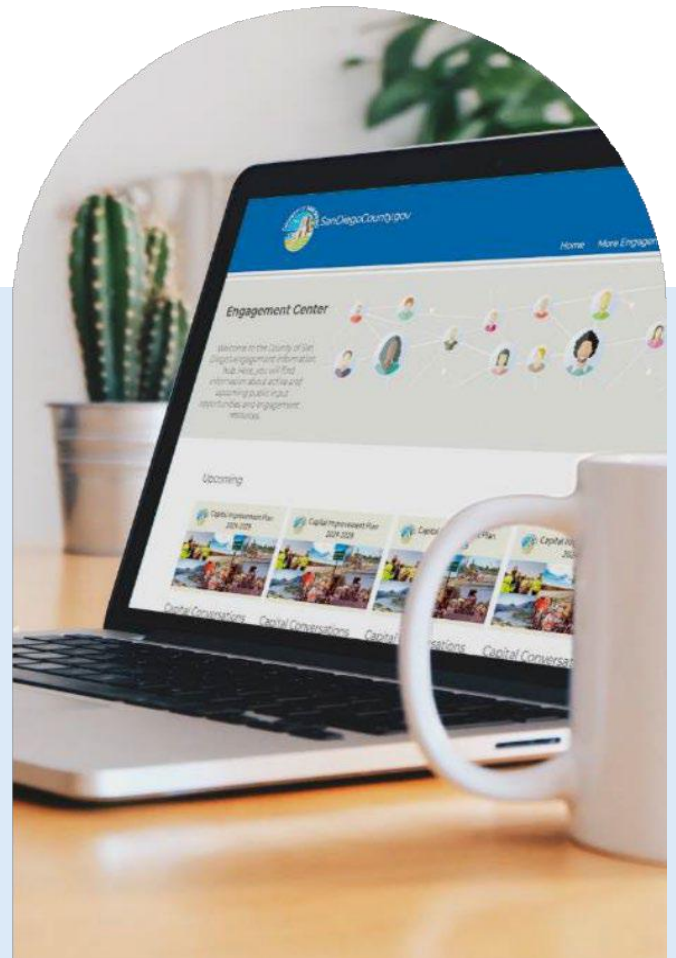
- Interviews: Anticipated for the week of September 30, 2026
- Expected Start date: Anticipated for late October 2026

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 Bryan Faircloth, Executive Recruiter at Bryan.Faircloth@sdcounty.ca.gov.

