



COUNTY OF SAN DIEGO
COUNTY COUNSEL

Chief Deputy County Counsel

County Counsel

Anticipated Hiring Range: \$250,000 - \$260,000 Annually

Excellent Benefits Package

The Position

The County of San Diego is seeking a dynamic, highly motivated, and team-oriented leader to fill an immediate opening for a **Chief Deputy County Counsel**. This is an outstanding and exciting career opportunity in a dynamic environment for a highly motivated individual with significant litigation experience. Under direction of the County Counsel and Assistant County Counsel, this management position will oversee a team of attorneys, paralegals, and investigators litigating complex and high exposure cases.

Responsibilities include the following:

- Support the County Counsel in managing complex, high-visibility matters.
- Lead, mentor, and oversee a multidisciplinary team responsible for delivering high-quality legal representation on complex cases.
- Provide guidance on legal strategy, workload management, performance expectations, and professional development.
- Proactively assess potential legal exposures across the organization by reviewing policies, practices, and emerging issues and develop strategic recommendations to mitigate risks and strengthen organizational compliance.
- Collaborate on budget development, expenditure monitoring, and resource planning to optimize the delivery of legal services.
- Evaluate organizational processes and legal workflows to uncover challenges or inefficiencies. Recommend practical, legally sound solutions to improve operations and support strategic goals.
- Maintain thorough knowledge of evolving laws, regulations, and case precedents. Provide updates and guidance to leadership to ensure County practices remain compliant and forward-looking.
- Periodically update County leadership on litigation developments and strategy.



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 Office also represents the County in juvenile dependency matters and administers public liability claims.

The Ideal Candidate

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

- At least ten years experience practicing law
- At least three years experience in a supervisory position at a public law office or a private law firm representing public entity clients is highly desirable
- Experience litigating and evaluating complex tort cases; and identifying, analyzing and mitigating risks
- Experience preparing reports and presentations for elected officials and executive-level managers of a local government or large organization
- Proven track record of building and establishing a successful and cohesive team
- Exhibits the highest ethical standards, has a great enthusiasm for the law and enjoys training and mentoring others



Minimum Qualifications

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

(5) five years of experience that demonstrates the ability to perform the essential functions of the classification which must include two (2) years of management or 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 \$250,000- \$260,000 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 26221804U
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:

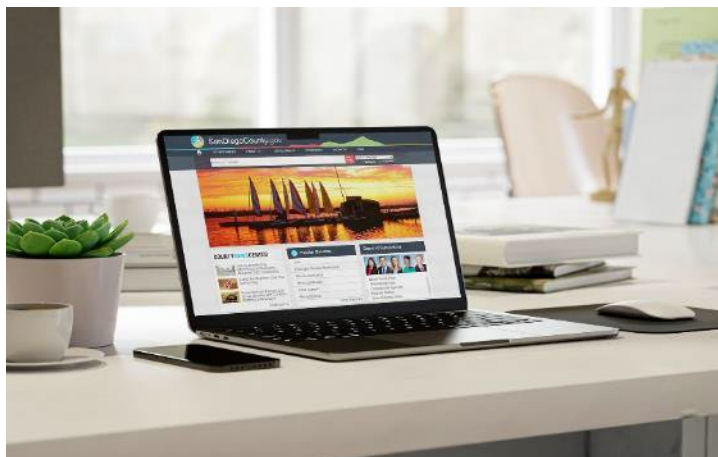
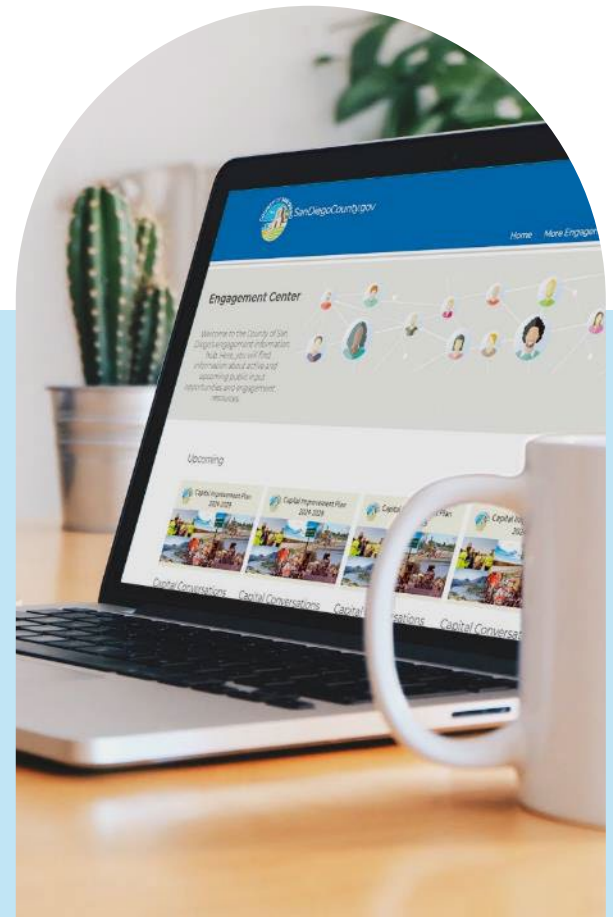
- Resume Review: Week of June 15th
- Interviews: Week of June 22nd
- Expected Start Date: August 2026

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 Veronica Gibson, Senior Executive Recruiter, at Veronica.Gibson@sdcounty.ca.gov