



DENNIS J. HERRERA
City Attorney

DEPUTY CITY ATTORNEY – LABOR TEAM

The San Francisco City Attorney's Office is looking for a qualified and motivated attorney to join its Labor Team.

About the Office

The San Francisco City Attorney's Office is an innovative, nationally-recognized municipal law office working to protect and advance the rights and interests of San Francisco and its residents. With just over 300 talented, dedicated attorneys and staff, the Office provides the highest quality legal services to the City's Mayor, Board of Supervisors, officials, and departments. Our work empowers City leaders with effective, responsive and creative legal solutions and representation so they can deliver critical public services for the betterment of the San Francisco community.

The Office recognizes that diversity in the backgrounds, ideas and experiences of our employees enriches our workplace and enhances our work. Our commitment to diversity is reflected in our team of attorneys and staff. We aspire to recruit, employ, retain and promote capable individuals representing the full spectrum of our community. We welcome all candidates, including candidates of any race, religion, national origin, gender, gender identity or expression, sexual orientation, age and candidates with disabilities. We have a clear vision: to be the place where a diverse mix of talented people want to come and stay, and where employees feel engaged and valued for their work and contributions to the Office and the City.

To learn more about the City Attorney's Office please visit: <https://www.sfcityattorney.org/>

To learn more about the Office's efforts to provide a welcoming, diverse, equitable and inclusive workplace please [click here](#).

About the Labor Team

The Labor Team is a collaborative and dynamic group of 17 attorneys, four paralegals and legal assistants, and five legal secretaries. The Team defends the City in state and federal civil litigation (through trial and appeals), in administrative proceedings involving labor and employment matters, and provides proactive advice and risk management strategies to its client departments on all aspects of the City's labor and employment relationships. The Team advises and represents the City in its on-going relationships with the more than 30 unions that represent City employees, including collective bargaining, labor grievance arbitrations, and defending unfair labor practice and other administrative charges.

Deputy City Attorney Position and Responsibilities

Attorneys on the Labor Team are assigned a caseload of civil litigation and administrative matters. They handle all aspects of their cases, including case assessment, litigation strategy,

client communication and coordination, conducting and responding to discovery, all motion practice, settlement evaluation and negotiation, trial and appeal. Also, attorneys may be assigned to provide labor and employment advice to specific client departments and to support collective bargaining.

Minimum Qualifications

- Licensed to practice law in California.

Desired Qualifications

- Ability to assume responsibility quickly and work independently and efficiently.
- Excellent oral and written communication and advocacy skills.
- Ability to manage and appropriately balance an active caseload of litigation and administrative matters, and adjust to occasional workload increases.
- Ability to exercise good judgment, multi-task, and meet deadlines.
- Strong interpersonal skills and a positive attitude.
- Desire and ability to work successfully as part of a team.
- Three or more years of labor or employment experience, including litigation experience.

Salary and Benefits

The Deputy City Attorney position has a 16-step salary scale ranging from \$131,114 - \$229,736. The successful applicant is appointed to a salary step based on years of experience as a lawyer. The City offers robust health, retirement and other benefits. For more information please visit: <https://sfdhr.org/benefits-overview>. Attorneys are represented by the Municipal Attorneys Association. Information about compensation and benefits can be found here: [8177 Attorney - Classification & Compensation](#)

COVID-19 Vaccination Required as a Condition of Employment

The City and the Office are committed to the health and safety of our employees. Under the City's Vaccination Policy, all City and County of San Francisco employees are required to be vaccinated against COVID-19 as a condition of employment. For details on how this condition applies to your employment, please [click here](#).

Application

To apply for this position, please submit your resume and cover letter to careeropportunities@sfcityatty.org and specify that you are applying for the Labor Team position. Applicants who advance in the selection process must submit at least two references and at least two writing samples including at least one significant and substantive filed brief.