

Superior Court of California County of Los Angeles



 Recruitment Services Provided by Ralph Andersen & Associates

invites your interest in the position of

Chief Legal Officer / General Counsel



OUTSTANDING LEGAL OPPORTUNITY

A regional and statewide search is underway to attract highly qualified candidates for consideration as the top legal strategist with the Superior Court of California, County of Los Angeles. This executive legal position advises the Chief Executive Officer, the Presiding Judge, the Assistant Presiding Judge, and the associated departments in the nation's largest, consolidated court system. Managing this expansive legal office, which employs a staff of 230 (206 Attorneys and law clerks, 24 Support Staff), demands a combination of well-honed leadership, management, and communication skills.

The successful candidate will thrive and excel in a fast-paced environment, addressing complex issues with a sense of urgency. Unquestionable personal integrity and strong ethics, a collaborative leadership style, and a problem-solving approach are vital for success in this role.

This outstanding opportunity results from the upcoming retirement of the long-tenured General Counsel. This transition, coupled with a detailed review of the Courts' continued growth, presents a perfect opportunity to explore how the Legal Office can further contribute, evolve, and better serve the organization under the CEO's leadership.

LOS ANGELES COUNTY REGION

The geographic diversity of the County of Los Angeles is unparalleled. Los Angeles offers the opportunity to access beautiful beaches year-round easily, enjoy winter activities at one of several local ski resorts, or surround oneself with flora and fauna on a desert hike. The business climate is similarly diverse, given that Los Angeles is the home of the entertainment industry, boasts many Fortune 500 businesses and small businesses, and is an international travel destination and cultural mecca. The Court plays a significant role in the rich diversity of Los Angeles County as it serves and provides access to justice to nearly 10 million residents across 4,000 square miles in 88 cities. The City of Los Angeles has a multi-ethnic population and is a trend-setting global metropolis with a fascinating history and a rich cultural heritage. Additionally, Southern California has much to offer in arts, music, recreation, cultural and sporting events, and an abundance of outdoor activities year-round.



ABOUT THE COURT

With more than 580 judicial officers and over 5,000 full-time employees, the Los Angeles Superior Court ("LASC") is the largest consolidated trial court in the United States. Its 36 courthouses serve the more than 10 million residents of Los Angeles County. David Slayton, appointed in 2022, is the CEO of the Los Angeles Superior Court.

OVERVIEW OF RESPONSIBILITIES

This at-will position reports to the Executive Officer/Clerk of Court (CEO). The Chief Legal Officer/General Counsel is a member of the Senior Executive Team and is responsible for providing advice and counsel to the CEO, Presiding Judge, Assistant Presiding Judge, and the associated departments through the assigned staff in the Legal Office. This position also coordinates the litigation and selectively outsources legal matters to outside advisors. This top professional also provides leadership and oversight to attorneys and staff in the Legal Services Office and Court Counsel Office, as well as communicating and implementing tactical legal strategies that conform to the Court's strategic goals and objectives.

Additionally, as a manager of people and resources, the Chief Legal Officer/General Counsel will oversee a staff of 230 (206 Attorneys and Law Clerks / 24 Support Staff). The Legal Office has three (3) key areas and operational branches as noted below:

- **Office of Legal Services** – This office is responsible for overseeing the research attorney, law clerk, and probate units of the Court, all of whom provide case-related legal services to judicial officers.
- **Office of Court Counsel** – This office is responsible for providing litigation-specific advice to judicial officers on disqualification and recusal, as well as answering judicial officer ethics inquiries.
- **Office of General Counsel** – This office is responsible for providing organizational advice and counsel to the CEO, Presiding Judge, Assistant Presiding Judge, and other members of Court leadership.



RESPONSIBILITIES *continued*

Primary responsibilities include:

- As General Counsel, provide high-level legal advice and counsel to the CEO, Presiding Judge, Assistant Presiding Judge, and other members of Court leadership on a wide range of laws and regulations, including ethics, employment law, and tort liability; direct research and write or review opinions regarding duties, powers, and obligations of the Court; oversee court compliance with all applicable legal and regulatory requirements.
- Oversee the Legal Services Office that is responsible for providing legal research services in individual cases assigned to judicial officers.
- Oversee the Court Counsel Office that is responsible for providing litigation-specific advice to judicial officers regarding disqualification and recusal.

Additional responsibilities include:

- Research legal issues and make recommendations for interpreting legal requirements and associated policy; draft and issue legal opinions; draft and review contracts and other legal documents; approve contracts as to form and legality.
- Work closely with the CEO, Presiding Judge, Assistant Presiding Judge, and other members of Court leadership to analyze and resolve legal complaints and issues; recommend corrective action and changes in policies and procedures.
- Coordinate legal representation through the Judicial Council and oversee litigation against the Court, including all phases of pretrial, trial, and appellate work.
- Direct the development of legal strategy and the preparation of briefs, pleadings, motions and arguments; direct the conduct of discovery in preparation for litigation.
- Oversee and/or represent the Court in settlement negotiations or in court proceedings and report on the outcome of litigation in which the Court has interest.
- Perform legal research work on the most difficult issues and provide legal advice to the CEO, Presiding Judge, Assistant Presiding Judge, and other members of Court leadership on complex areas of law.
- Review claims filed against the Court, make recommendations for action or resolution, and coordinate the resolution of legal issues with the Judicial Council staff.
- Review and prepare comments on proposed federal and state legislation and regulations identified by the Legislative Affairs Office.
- Review existing rules and policies, including the Court's Local Rules, and support the revision process to reflect current business practices and legal requirements.
- Evaluate, review, and recommend changes in policies and practices to comply with legal requirements.

THE IDEAL CANDIDATE

The successful candidate will be a collaborative, supportive manager and leader committed to fostering a team environment and excelling as the top legal advisor supporting the CEO and other members of the Executive Team. The Chief Legal Officer/General Counsel will join a mission-driven, positive work culture and environment focused on timely results and operating within a high-performance organization.

This legal strategist will have a track record of success in managing a legal office. The Chief Legal Officer/General Counsel will also have exceptional communication and interpersonal skills and thrive in a dynamic, fast-paced, high-performance organization. The Chief Legal Officer/General Counsel will have a collaborative style that supports transparency, innovation, and timely response. The top candidate will demonstrate the ability to craft simple solutions that allow LASC leadership to move initiatives forward.

The Chief Legal Officer/General Counsel will be an inclusive and thoughtful legal advisor who listens first, seeks input, and then consistently presents legal options for consideration, allowing for a thorough analysis of all aspects of an issue. With broad legal experience, the successful candidate will have well-honed skills to evaluate controversial situations and present options clearly and concisely. Other personal attributes include being approachable, having a can-do attitude, and focusing on a customer service approach.

Personal traits and characteristics:

- **A supportive and collaborative leader** committed to progressive management and seeking consensus within the Legal Office and as a member of the Senior Executive Team.
- **Confident and engaging professional** with outstanding communication, interpersonal, and leadership skills with a passion for public service and a strong work ethic.
- Embrace the **core values of integrity, honesty, and leading by example.**
- A strategic and forward-thinking legal advisor who can **operate at a high level yet is very involved in providing advice and counsel on operational issues.**
- A leader who **embraces diversity, equity, inclusion, and belonging** in the workplace.
- Able to successfully and efficiently **guide the legal affairs** of the organization under the direction and in collaboration with the CEO.

EDUCATION AND EXPERIENCE

Education: Graduation from an accredited law school is required.

Experience: Ten (10) years of progressively responsible experience in law practice, including five (5) of which must have been in a management capacity, is required. Current legal experience (or within two years) in California is a requirement.

Licenses or Certifications: Member of the California State Bar in good standing, and admission to practice law in all courts of California is required at the time of submittal.



COMPENSATION AND BENEFITS

The annual salary range is \$235,440 to \$366,156, depending upon qualifications and education. The selected candidate may be eligible for moving and relocation reimbursement up to \$10,000.

This classification will receive a monthly benefit allowance, which allows for the purchase of a variety of pre-tax and after-tax benefits, including:

- **MegaFlex Benefit Plan:** Benefits may be purchased using a tax-free monthly benefits allowance of 14.5% to 17% of the employee's monthly salary, or \$1,200, whichever is greater. The percentage amount received is based on the employee's years of service. If the monthly cost of the benefits selected is less than the monthly allowance, the employee receives the difference as additional taxable pay. Medical, dental, disability, life, and AD&D insurance, annual leave, and health and dependent care spending accounts are available in MegaFlex. For further information, click [here](#).
- **Savings Plan (401k):** Optional tax-deferred income plan that includes a County match up to 4% of Employee's salary.
- **Deferred Compensation Plan (457):** Optional tax-deferred income plan that includes a County match of up to 4% of Employee's salary.
- **Leave Time:** Instead of traditional sick and vacation leave, employees earn 10 days of annual leave per year and may buy up to 20 additional days of annual leave.
- **Holidays:** 14 days per year.
- **Retirement Plan (Defined Benefit Plan):** A retirement plan is provided to full-time employees. If the candidate is a "new member" of the County's defined benefit plan (LACERA) on or after January 1, 2013, that person's pension will be limited under the Public Employees' Pension Reform Act (PEPRA). For these purposes, a "new member" is someone who first becomes a member of LACERA on or after January 1, 2013 – that is, someone first employed by the County on or after December 1, 2012 – unless they established reciprocity with another public retirement system in which they were a member before January 1, 2013. For further information on vesting and reciprocity, please visit www.lacera.com.
- **Other Benefits:** Medical, Dental, Accidental Death and Dismemberment (AD&D), Life, Short-term Disability, Long-term Disability, Health Care Spending Account (HSA), and Dependent Care Spending Account.

APPLICATION PROCESS AND TIMELINE

Interested candidates are requested to apply by emailing a cover letter and resume to apply@ralphandersen.com **prior to Monday, September 15, 2025**. This is a confidential recruitment, and the process will be handled accordingly throughout the various stages.

Resumes will be reviewed upon receipt by Ralph Andersen & Associates. Candidates are strongly encouraged to apply early in the process, as this position may close earlier once a sufficient pool of highly qualified applicants is received. References will not be required upon submittal, but will be requested once mutual interest has been established. Only the most qualified candidates will be invited to an initial screening (via video) conducted by Ralph Andersen & Associates.

Top contenders will be advanced to a Panel Interview (via video) with key leadership staff. A select group of finalist candidates will be interviewed in person. Customary travel expenses will be reimbursed for on-site interviews. The final selection process will include meetings with the CEO and Senior Executive Team, as well as the Presiding Judge/Assistant Presiding Judge. Top candidates should be prepared to undergo a detailed background and reference check as part of the final steps in a comprehensive evaluation and selection process.

Ideally, the new Chief Legal Officer / General Counsel will join the Los Angeles Superior Courts at a mutually agreed-upon date. Specific questions should be directed to Ms. Heather Renschler at 916-630-4900 **or** alternatively, a specific request for a confidential discussion should be directed to scheduling@ralphandersen.com.

Superior Court of California, County of Los Angeles is an equal opportunity employer.

www.lacourt.org

