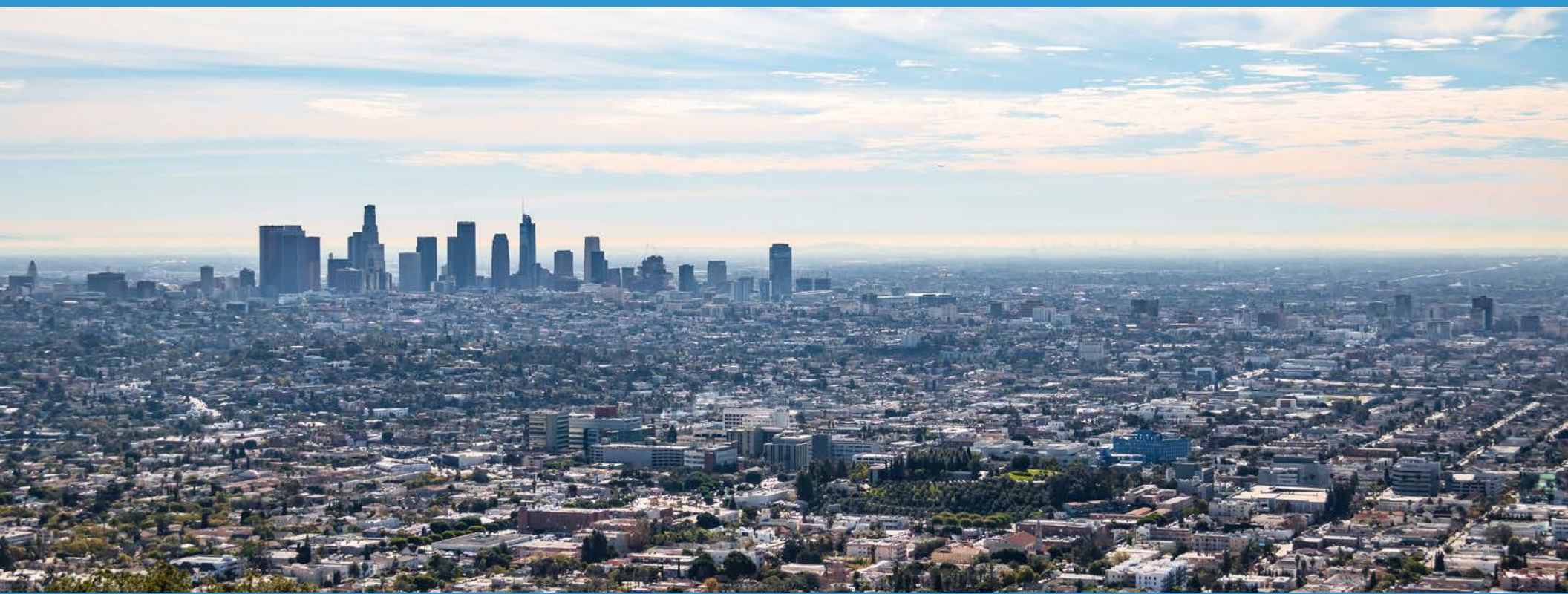


Superior Court of California County of Los Angeles



 Recruitment Services Provided by Ralph Andersen & Associates

invites your interest in the position of

Chief Deputy of Operations

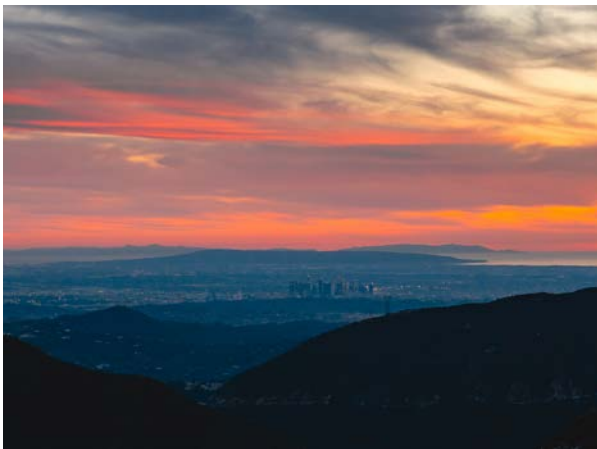


OUTSTANDING LEGAL OPPORTUNITY

A nationwide search is underway to attract highly qualified candidates for consideration as the Chief Deputy of Operations with the Superior Court of California, County of Los Angeles. This executive-level position reports directly to the Court Executive Officer/Clerk of Court (CEO). The successful candidate will thrive and excel in a fast-paced environment with oversight of a large and geographically dispersed staff.

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

The Chief Deputy of Operations functions as the executive-level manager overseeing all courtroom and clerical operations and related support services for the Superior Court of California, County of Los Angeles. The incumbent is responsible for ensuring court-wide courtroom and clerical operations and support services meet the needs of judicial officers and the public in providing fair and equal access to justice, while ensuring their compliance with Court policy and procedures, as well as all applicable laws and regulations.

This executive-level position reports directly to the CEO and serves as a member of the Court's senior executive team. This role possesses full administrative authority for planning, organizing, implementing, directing, and monitoring the overall management and administration of the entirety of courtroom and clerical operations, to include courtroom support services, juror services, and a variety of other court-wide programmatic services. The position oversees subordinate Directors and has ultimate supervision authority over the Court's almost 3,700 courtroom and clerical operations staff. The position works strategically and at a high level to integrate court operations to ensure the Court employs efficient calendar and case-flow management systems in all areas of litigation. The position also has responsibility for establishing and maintaining effective relationships with various public and private agencies, including the Judicial Council of California, the County of Los Angeles, other courts, and justice partners.

Currently, there are six (6) Directors, reporting to the Chief Deputy of Operations, that are ultimately responsible for assisting in the overall management and administration of the Court's courtroom and clerical operational functions. To review the organization chart for Court Operations, click [here](#).

The Chief Deputy of Operations has the primary responsibility of leading and managing a large and complex organization in a fast-paced, dynamic environment. This role demands a skilled executive who can operate with agility and intent. It also requires exceptional communication skills, energy, perseverance, and a collaborative approach to achieve consistent results in 36 courthouses (600 courtrooms) and judicial proceedings held using technology throughout Los Angeles County. The ultimate goal is to maintain a court system that is efficient, effective, continually evolving and improving, and enhanced by technology.

RESPONSIBILITIES *continued*

A vital responsibility of this position is to work closely with the CEO, to assist as needed in:

- Representing the Superior Court of Los Angeles with the Judicial Council of California, the County, public and private agencies, the State Bar of California, and other entities that participate in local, state, and national organizations and committees related to government and Court issues.

Other key duties and responsibilities include:

- Assist the CEO in developing, communicating, and implementing strategic goals, objectives, and missions; advise the CEO regarding policy issues, programs, and projects; maintain effective working relationships and productive lines of communication with city, county, and state agencies.
- Plan, direct, evaluate, and review Court programs, policies, and procedures to enhance effectiveness and efficiency; ensure courtroom and clerical operations management and staff comply with applicable federal, state, and local Rules of Court.
- Manage courtroom and clerical operational budgets and related activities to ensure productivity and service efficiency; oversee activities directly related to court business to meet judicial needs in providing fair and equal access to justice.
- Plan, direct, manage, control, integrate, and evaluate the performance of assigned Directors; monitor performance and provide coaching for performance improvement and development; take disciplinary action, up to and including termination, to address performance deficiencies in accordance with Court policies and labor contract agreements.
- Review and evaluate the Court's operational efficiency and organizational effectiveness; work with executive, management, and judicial leadership to initiate and implement organizational change, policy and procedure improvements, and court-wide programs and initiatives for operation and service improvements and enhancements; promote continuous improvement processes.
- Provide advice and counsel to the CEO, judicial leadership, and other Court executives on a wide range of highly complex issues involving policy, organization, management, and strategy.
- Make interpretations of Court and state policies, procedures, and applicable laws and regulations to ensure compliance within assigned areas of responsibility; analyze proposed legislation and regulations; participate in intergovernmental activities to influence legislation and regulatory changes consistent with the Court's interests and needs.

THE IDEAL CANDIDATE

The ideal candidate will be a collaborative executive dedicated to teamwork and supporting the CEO and senior leaders as part of the Court's executive team. The Chief Deputy of Operations will join a mission-driven organization that is committed to innovation, operational efficiency, and best practices.

This top-performing executive will have a track record of success in planning, organizing, implementing, directing, and monitoring the overall management and administration of the entirety of courtroom and clerical operations, including courtroom support services, juror services, and a variety of other court-wide programmatic services. The Chief Deputy of Operations will also have exceptional communication and interpersonal skills and thrive in a dynamic, fast-paced, high-performance organization. The Chief Deputy of Operations will have a collaborative style that supports transparency, innovation, and timely response.

EDUCATION AND EXPERIENCE

Minimum Requirements:

Any combination of education and experience that is equivalent to the following minimum qualifications is acceptable:

- At least eight (8) years of progressively responsible court operations experience, of which at least five (5) years must have been highly responsible management experience, including in an administrative capacity in a court system with similar complexities.

Preferred Qualifications:

- Bachelor's degree with a major in business administration, public administration, or a closely related field.
- Master's degree in business administration, public administration, or a closely related field.
- Fellow of the Institute for Court Management.



COMPENSATION AND BENEFITS

The annual salary range is \$235,440.24 to \$366,157.80, 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.gov.
- **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, October 27, 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 Deputy of Operations will join LASC in early January 2026 **or** on a mutually agreed-upon date to allow for a smooth transition of leadership. Specific questions should be directed to Ms. Heather Renschler at 916-630-4900. Alternatively, reach out for a confidential discussion by sending an email to: scheduling@ralphandersen.com.



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

www.lacourt.ca.gov