



CITY OF OAKLAND EMPLOYMENT OPPORTUNITY

DEPUTY CITY ATTORNEY III OR DEPUTY CITY ATTORNEY IV GENERAL AND COMPLEX LITIGATION

**Open: August 25, 2026
Deadline to Apply: Open until filled**

Salary: Deputy City Attorney III: \$164,730.72 to \$202,265.88 annually
Deputy City Attorney IV: \$181,634.88 to \$222,994.32 annually

Leave:

- 10 vacation days per year, increasing to 15 days after 4 years of service
- 15 vacation days for new hires with relevant public-sector experience
- 5 to 10 days paid management leave (additional personal leave) per year
- 12 days accrued sick leave per year
- 14 paid City holidays
- Baby Bonding leave and other paid personal-time off

Benefits: Comprehensive medical, dental, and vision coverage; CalPERS pension; 457 deferred compensation plan; hybrid remote / in-office schedule; state bar dues and professional development reimbursement; and other competitive benefits

THE POSITION

The Office of the City Attorney seeks a well-qualified individual for a Deputy City Attorney III or Deputy City Attorney IV position in the General and Complex Litigation Division of the Office of the City Attorney. The majority of lawsuits filed against the City involve tort cases and this position will handle a significant number of such cases as well as other cases, including but not limited to breach of contract, inverse condemnation, and civil rights.

About the Office

The City Attorney's Office provides advice and counsel to the Mayor, City Council, and all City departments, boards and commissions in a wide variety of areas spanning the range of municipal law, including but not limited to, land use, real estate, personnel, elections, conflicts of interest, municipal finance, retirement, housing, public contracting and economic development. The City Attorney's Office also advocates for the City's interests in claims and lawsuits litigated in state or federal court, including high-value personal injury cases, complex civil rights actions, breach of contract, personnel disputes, eminent domain actions, inverse condemnation and alleged Constitutional violations.

The Office has approximately 84 employees and three legal divisions: Advisory, General and Complex Litigation, and Affirmative Litigation, Enforcement and Innovation. The Advisory Division includes the Land Use & Planning, Real Estate, General Government & Finance, Labor & Employment, and Code Enforcement units. The General and Complex Litigation Division includes defensive litigators and the Law & Motion/Writs & Appeals unit. The Affirmative Litigation, Enforcement and Innovation Division includes the Community Lawyering and Civil Rights, Neighborhood Law Corps and Housing Justice Initiative units. The work is high profile, dynamic, collaborative, and complex. The work is also of vital importance to the City's realization of its progressive and cutting-edge policies and programs, and to the City's delivery of services to Oakland's residents and businesses.

Job Duties

Duties may include but are not limited to:

- Perform legal research, interpret and apply laws.
- Handle matters pertaining to writs.
- Appear in court to present, argue and try cases.
- Prepare pleadings and other papers in connection with trials, hearings, discovery and other legal proceedings.
- Review and evaluate case files and make decisions regarding proper disposition.
- Study, interpret and apply laws, court decisions and other legal authorities in the preparation of cases, opinions and briefs.
- Oversee outside counsel.
- Skillfully present and explain legal advice to attorneys and clients.
- Inspire confidence and respect for legal advice.
- Collaborate with colleagues as part of a team and potentially as a team leader.
- Make presentations to the City Council in open or closed session.

MINIMUM REQUIREMENTS FOR APPLICATION

Any combination of experiences and education that provide the required knowledge and abilities will qualify an applicant for the position. A typical way to obtain the knowledge and abilities would be:

Experience:

Deputy City Attorney III: Two years of increasingly responsible work experience comparable to a Deputy City Attorney II position in the City of Oakland.

Deputy City Attorney IV: Five years of increasingly responsible work experience comparable to a Deputy City Attorney III in the City of Oakland.

Education: Graduate of accredited school of law.

Licensure: Member in good standing of the California State Bar.

Ability to

- Investigate and litigate all aspects of a complex civil case in state and/or federal court;
- Negotiate and draft settlement agreements;
- Interpret and apply various government codes and ordinances;
- Conduct legal research and analysis, and prepare a wide variety of legal documents;
- Present cases in court and in administrative proceedings;
- Handle sensitive situations with tact and diplomacy;
- Provide leadership, guidance, and technical expertise to the Office and to City staff;
- Work independently and as part of a close-knit team;
- Work with a multidisciplinary team and/or with partners of different backgrounds;
- Manage demanding programs, cases, and projects with competing deadlines;
- Communicate effectively and persuasively with clients, opposing counsel, and others;
- Establish and maintain working relationships with a variety of audiences; and
- Skillfully present legal advice to clients, including elected and appointed officials.

Other Desirable Skills

- Language skills, especially in Spanish, Cantonese, and/or Mandarin;
- Working knowledge of municipal, state and federal laws, ordinances and codes affecting City government;
- Expert knowledge of and experience in federal and state court, administrative agency procedures, and municipal government law and procedures; and
- Litigation experience that is transferable.

HOW TO APPLY

Submit a cover letter and resume by email to: jobs@oaklandcityattorney.org

Candidates selected to proceed in the hiring process may be asked to submit additional information (e.g., a writing sample, references, answers to supplemental questions, the formal City of Oakland employment application).

This job announcement and additional employment information including the application form is available on-line at: www.oaklandcityattorney.org

The City of Oakland is an Equal Opportunity / ADA employer