



Duty Statement

DIVISION	CLASSIFICATION/WORKING TITLE	POSITION NUMBER (Agency-Unit-Class-Serial)
LEGAL	ATTORNEY IV	326-410-5780-006
UNIT/PROGRAM/SECTION	EFFECTIVE DATE	CBID
		R02
INCUMBENT	REPORTING LOCATION	IMMEDIATE SUPERVISOR
POSITION DESCRIPTION		
<p>Under the general direction of an Assistant Chief Counsel, the Attorney IV supports the Legal Division's affirmative civil rights enforcement work by representing the Department in systemic and complex litigation brought under the Fair Employment and Housing Act, Ralph Civil Rights Act, Unruh Civil Rights Act, and other statutes in the Department's jurisdiction, and by providing other legal support for the Legal Division's operation. The Attorney IV leads the Legal Division's most complex and systemic litigation independently with minimal supervision from an Assistant Chief Counsel, working cooperatively with other attorneys of varying levels of seniority. Duties of the Attorney IV include, but are not limited to:</p>		
<p>ALL EMPLOYEES ARE RESPONSIBLE FOR CONTRIBUTING TO AN INCLUSIVE, SAFE, AND SECURE WORK ENVIRONMENT THAT VALUES DIVERSE CULTURES, PERSPECTIVES, AND EXPERIENCES, AND IS FREE FROM DISCRIMINATION.</p>		
ESSENTIAL FUNCTIONS:		
%	TASK/DUTIES	
35%	Lead the prosecution of civil rights enforcement cases on behalf of the Department, including class, group, and systemic cases; support the Legal Division by handling litigation assignments from pre-suit investigation to case initiation, discovery, dispositive motion practice, and trial; ensuring all litigation and investigation deadlines for a matter are met with a high degree of quality; conduct legal research and draft pleadings; implement litigation and alternative dispute resolution strategies; meet external and internal deadlines.	
35%	Assist in developing Legal Division strategies and proposals to identify cases for class and group actions under the Department's statutory authority, analyze statutory and regulatory authority, and direct investigations.	
25%	Conduct legal research and draft legal opinion memoranda; analyze and research statutory claims, regulatory authority, and case law developments.	
MARGINAL FUNCTIONS:		
%	TASK/DUTIES	
5%	Other job-related duties as required.	
DESIRABLE QUALIFICATIONS:		
<ul style="list-style-type: none"> • Exceptional leadership skills. • Knowledge of and experience with leading civil rights laws; leading systemic litigation; public and administrative law; and laws, rules, and procedures governing the administrative and operational functions of state government. • Ability to multi-task. • Openness to feedback and guidance from supervisors and managers. • Commitment to collaboration and promoting a supportive work culture. • Excellent organizational skills. • Knowledge of and experience with the development and implementation of policies and procedures. • Ability to manage conflict and sensitive issues. 		



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- Ability to use sound judgment.
- Ability to work with people, including opposing counsel, in a professional and civil manner.
- Commitment to public sector service.
- Ability to speak a second language (bilingual) or American Sign Language preferred.

TYPICAL WORKING CONDITIONS:

The demands described here are representative of those that must be met by the incumbent, with or without a reasonable accommodation, to successfully perform the essential functions of the job:

- Requires daily use of a personal computer and related software applications at a workstation.
- Requires ability to complete tasks that typically may require making repetitive hand movements in the performance of daily duties, with or without reasonable accommodations and modifications to facilitate such tasks.
- Requires prolonged use of a workstation for 6.5 to 7 hours per day.
- Requires dependability and excellent attendance records.
- Requires occasional travel to attend meetings and trainings and to conduct depositions, trials, interviews, and mediations.

TELEWORK DESIGNATION:

The California Civil Rights Department supports hybrid work schedules, including telework days, for employees who can perform their essential functions remotely, as operationally allowed. Travel expenses from your home to your assigned headquarters location is considered a normal commute and are not reimbursable.

SPECIAL REQUIREMENTS:

Supervision Received:

The Attorney IV receives general supervision from their Assistant Chief Counsel and may receive direction from the Chief Counsel, Deputy Chief Counsel, and other Assistant Chief Counsels subject to case assignments.

Supervision Exercised:

This position has no direct supervisory functions.

Administrative Responsibility:

Adheres to all applicable laws, rules, policies, and procedures of the Department, including directives from departmental management personnel.

Personal Contacts:

The Attorney IV has daily contact with their Assistant Chief Counsel, Department attorneys, other members of the Legal Division, and Departmental management and staff.



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The statements contained in this job description reflect general details as necessary to describe the principal functions of this job. It should not be considered an all-inclusive listing of work requirements. The incumbent of this position may perform other duties (commensurate with the classification) as assigned, including work in other functional areas to cover during absences, to equalize peak work periods, or to otherwise balance the workload.

SUPERVISOR STATEMENT:

I CERTIFY THIS DUTY STATEMENT REPRESENTS AN ACCURATE DESCRIPTION OF THE ESSENTIAL FUNCTIONS OF THIS POSITION. I HAVE DISCUSSED THE DUTIES OF THIS POSITION WITH THE EMPLOYEE AND PROVIDED THE EMPLOYEE WITH A COPY OF THIS DUTY STATEMENT.

SUPERVISOR NAME (PRINT OR TYPE)	SUPERVISOR SIGNATURE	DATE

EMPLOYEE STATEMENT:

I CERTIFY I HAVE READ, UNDERSTAND, AND CAN PERFORM THE DUTIES OF THIS POSITION EITHER WITH OR WITHOUT REASONABLE ACCOMMODATION. I HAVE DISCUSSED THESE DUTIES WITH MY SUPERVISOR AND HAVE BEEN PROVIDED A COPY OF THIS DUTY STATEMENT.

EMPLOYEE NAME (PRINT OR TYPE)	EMPLOYEE SIGNATURE	DATE