CITY OF OAKLAND
EMPLOYMENT OPPORTUNITY

DEPUTY CITY ATTORNEY III OR IV
STRATEGIC LOCAL GOVERNMENT RESPONSE

Open: June 22, 2026
Deadline to Apply: Open until filled

Salary: 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 employees 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; professional development reimbursement; payment of state bar dues; and other competitive benefits

THE POSITION

The Office of the City Attorney is seeking a Deputy City Attorney to spearhead the City's response to the changing federal landscape. Duties may include, but will not be limited to, handling the City's ongoing litigations against the federal government to protect the City's federal grants, tracking developments in federal-local government relations, and collaborating with City departments to help them navigate relationships with the federal government. This is a limited-duration role with a 30-month tenure and a possibility of extension at the end of that period.

We expect this role to be dynamic and rewarding, giving an attorney opportunities both to make strategic litigation decisions to protect Oakland's resources and values as well as to provide advice to many of the City's departments and elected officials as they work to best serve Oakland's diverse community in complex times.

The ideal candidate will have familiarity with Administrative Procedure Act ("APA") litigation and with federal grant awards. Additionally, experience advising either government departments or political leaders would also be valuable prior experience for this Deputy.

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 82 employees and two legal divisions: the Advisory and Litigation Divisions. The Advisory Division includes the Land Use & Planning, Real Estate, General Government & Finance, Labor & Employment, and Code Enforcement units. The Litigation Division includes the General & Complex Litigation (Defense), Writs, Appeals, and Critical Motions units; and the Community Lawyering and Civil Rights, Neighborhood Law Corps and Housing Justice Initiative affirmative litigation 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:

- Collaborating on existing litigation to protect the City's federal grants and/or filing or defending litigation to protect the City from federal government overreach.
- Reviewing and analyzing federal grants.
- Advising local officials and departments on issues related to immigration law, local government authority, and compliance with federal, state, and local laws as well as the Constitution.
- Drafting City ordinances and resolutions.
- Analysis of new and proposed local and state laws.
- Tracking developments in case law related to the respective authorities of local, state, and federal governments.
- Other duties as assigned.

MINIMUM REQUIREMENTS FOR APPLICATION

Any combination of experience and education that likely would provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Experience:

- DCA IV position: Five years of increasingly responsible work experience in one or more relevant areas of law comparable to a Deputy City Attorney III in the City of Oakland.
- A background in either federal or local government work is desirable, although not required.

- Candidates must have excellent writing and oral presentation skills.

Education:

- Law school graduate.

License or Certificate:

- A member in good standing of the California State Bar.

Additional Desirable Skills:

- Working knowledge of municipal, state and federal laws affecting City governance.

Ability to:

- Interpret and apply various government codes and ordinances.
- Conduct research on legal problems and prepare sound legal opinions.
- Present cases in court and administrative proceedings.
- Brief and argue motions to a court.
- Analyze and prepare a wide variety of legal documents.
- Handle stressful and sensitive situations with tact and diplomacy, including across lines of difference and throughout the spectrum of diversity.
- Provide professional leadership, guidance and technical expertise to assigned staff.
- Work independently or as part of a team.
- Bring compassion, creativity, and clarity to challenging legal issues related to poverty and racial justice.
- Communicate effectively in both oral and written form with City officials, representatives of outside agencies and the public, and in litigation.
- Complete varied assignments within a narrow time frame.
- Establish and maintain effective working relationships with clients and other contacts in the course of work.
- Inspire confidence and respect for legal advice.
- Skillfully and professionally present legal advice to clients, including the elected and high-level appointed officials.

HOW TO APPLY

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

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

The City of Oakland is an Equal Opportunity / ADA employer

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