



CITY ATTORNEY
City of Chandler, Arizona

Recruitment Services Provided By





The Opportunity

Step into a defining leadership role at a pivotal moment for the City of Chandler, Arizona. As City Attorney, you will serve as a trusted strategic partner to elected officials and executive leadership, shaping policy, guiding high-impact decisions, and safeguarding the legal integrity of one of Arizona's most dynamic and fast-growing communities. This is more than a legal position – it's an opportunity to influence the future of a city known for innovation, economic vitality, and exceptional quality of life. The ideal candidate will bring not only deep municipal legal expertise, but also vision, sound judgment, and the ability to navigate complex challenges with clarity and confidence. If you are motivated by public service, energized by collaboration, and ready to make a lasting impact, Chandler offers a platform where your leadership will truly matter.

About Chandler

Chandler, Arizona, is a forward-thinking community built on entrepreneurial spirit and innovation that enriches the lives of its residents through quality development and infrastructure, excellent job opportunities, outstanding public safety and expansive opportunities for art, culture and recreation. Since being founded in 1912, Chandler has become the fourth largest city in Arizona with a population of more than 292,000 within its 65 square miles and is part of the Greater Phoenix area, with a regional population of 4.4 million. Chandler is the Community of Innovation, home to one of the fastest-growing innovation and technology centers in the nation.

Outdoor enthusiasts can find plenty of places to explore in Chandler, which has 70 parks, six aquatic centers and pools, six recreation centers, 349 miles of bike lanes, and 10 miles of shared-use paths. Residents enjoy an active arts and culture scene with a museum, performing arts center, two art galleries, multiple golf courses, entertaining downtown area and many celebrations and festivals. Annual events include the Multicultural Festival, Ostrich Festival, Jazz Festival, Fourth of July Spectacular, Hispanic Heritage Month, Woofstock, Tumbleweed Tree and Parade of Lights.

Education is important to Chandler with four school districts providing quality education to residents. The largest, Chandler Unified School District, serves more than 44,000 students in pre-kindergarten through 12th grade on 47 campuses, and is one of the highest-rated school districts in the state. The Kyrene and Mesa school districts also boast high-achieving campuses located in west and north Chandler, respectively. With several private, parochial, and public charter schools, Chandler families have a wide variety of educational choices for their children. For those seeking higher education, Arizona State University and the University of Arizona are located nearby, including programs offered in Chandler, and Chandler-Gilbert Community College is also located within the city.

City Government

The City of Chandler operates under a council-manager form of municipal government. The Mayor and City Council members are all elected at large to represent the entire city. The Mayor and members of the City Council serve four-year terms with a consecutive two-term limit. The Mayor and City Council appoint the City Manager who is responsible for the day-to-day operations of the organization. Chandler is a full-service city with 16 functional departments.

Some of the City's accolades and awards include the Public Works & Utilities, Police, and Fire Departments all being accredited, AAA bond ratings from all three credit rating agencies, both GFOA awards for Excellence in Financial reporting (41 consecutive years) and Distinguished Budget Presentation (32 consecutive years). As evidenced by these highly coveted ratings and awards, the City of Chandler is a model of effective municipal government and stability. The FY 2025-26 City of Chandler All funds budget is \$1.6 billion and 1,822 FTE staff are employed by the City.

The City Council has adopted a Strategic Framework, updated every two years, that outlines its goals and priorities. The Framework's six focus areas include:

- *Community Safety*
- *Connectivity*
- *Economic Vitality*
- *Neighborhoods*
- *Quality of Life*
- *Sustainability and Technology*





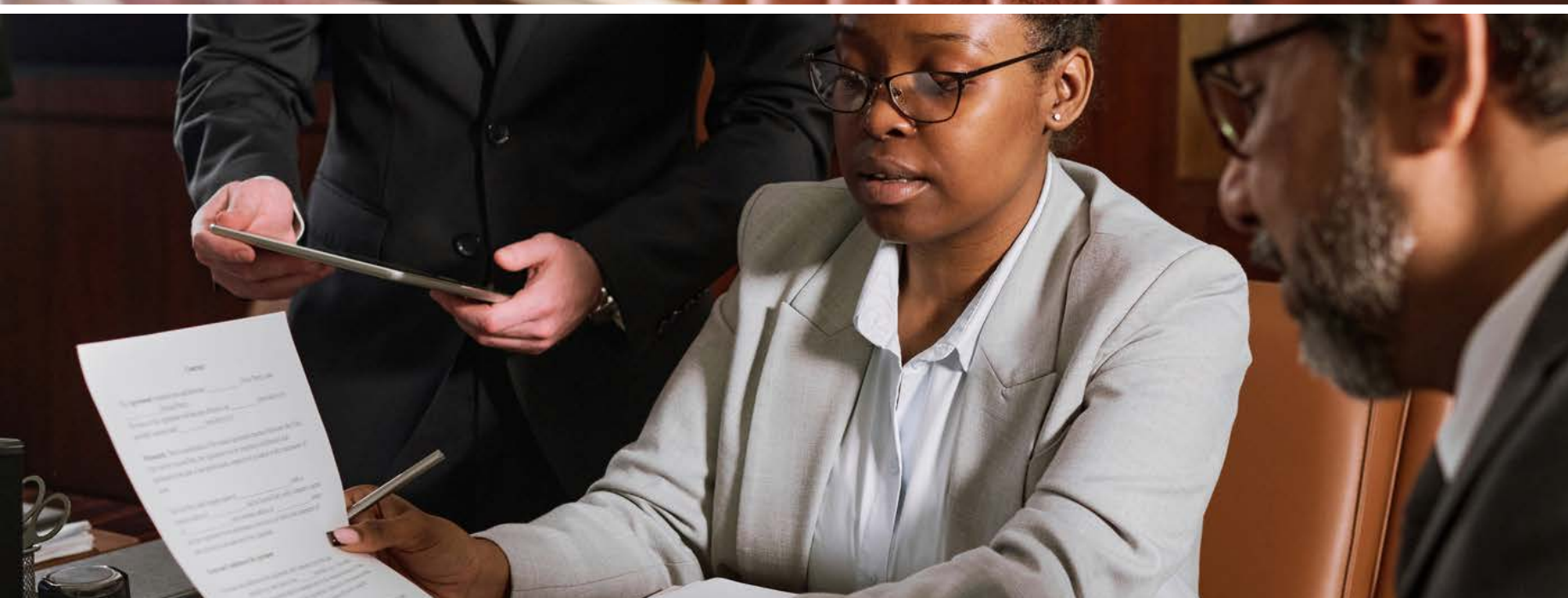
The Law Department

The Law Department is led by the City Attorney who serves as the legal advisor to the City Council, City Manager, and all City departments and represents the City in all legal proceedings. The Law Department is comprised of the following divisions:

- **Civil:** The Civil Division is responsible for some civil court proceedings in various state and federal courts, and for all areas of the law, including but not limited to zoning, contract, public bidding, personnel, bankruptcy, water, real estate, development agreements, environmental, Open Meeting Law, and public records.
- **Prosecutorial:** The Prosecutorial Division is responsible for the prosecution of criminal misdemeanor cases in City Court and appeals to the Superior Court, Court of Appeals, and State Supreme Court.
- **Liability Litigation:** The Liability Litigation Division is responsible for the operation of a comprehensive risk management program, including defending the City in risk management cases. The division provides insurance coverage for City facilities, vehicles, and equipment, which includes the administration of the self-insurance liability program and acquisition of commercial insurance products. This division also provides loss prevention services through accident investigation and analysis, liability claims adjusting, and litigation management services.



The Department has 34 FTE's who are supported by an approved FY 2025-26 operating budget of \$14.2 million. Reporting directly to the City Attorney is the City Prosecutor, an Assistant City Attorney (Civil), and a Deputy City Attorney (Liability Litigation/Risk).



\$ 14.2M Operating Budget **34** Employees

The Position

The City Attorney serves as the chief legal advisor to the City Council, City Manager, and all City departments. This position provides legal guidance on municipal operations, represents the City in legal matters, drafts and reviews ordinances and contracts, and ensures compliance with applicable federal, state, and local laws. The City Attorney is appointed by the City Council and directs the overall legal function of the organization. Some of the primary responsibilities for this position include:

- Serving as legal counsel to the City Council, City Manager, boards, commissions, and City departments.
- Providing legal advice on municipal law, City of Chandler Charter, Arizona Revised Statutes, land use, contracts, employment, procurement, public records, and risk management.
- Drafting, reviewing, and approving ordinances, resolutions, contracts, agreements, and other legal documents.
- Representing the City in litigation, administrative hearings, and negotiations, or managing outside legal counsel.
- Providing guidance on compliance with open meeting laws and public records requirements.
- Advising on labor and employment matters, including personnel policies and investigations.
- Reviewing claims and coordinating with insurance carriers and risk management.
- Overseeing the department budget and supervising civil, prosecution, and risk management staff.

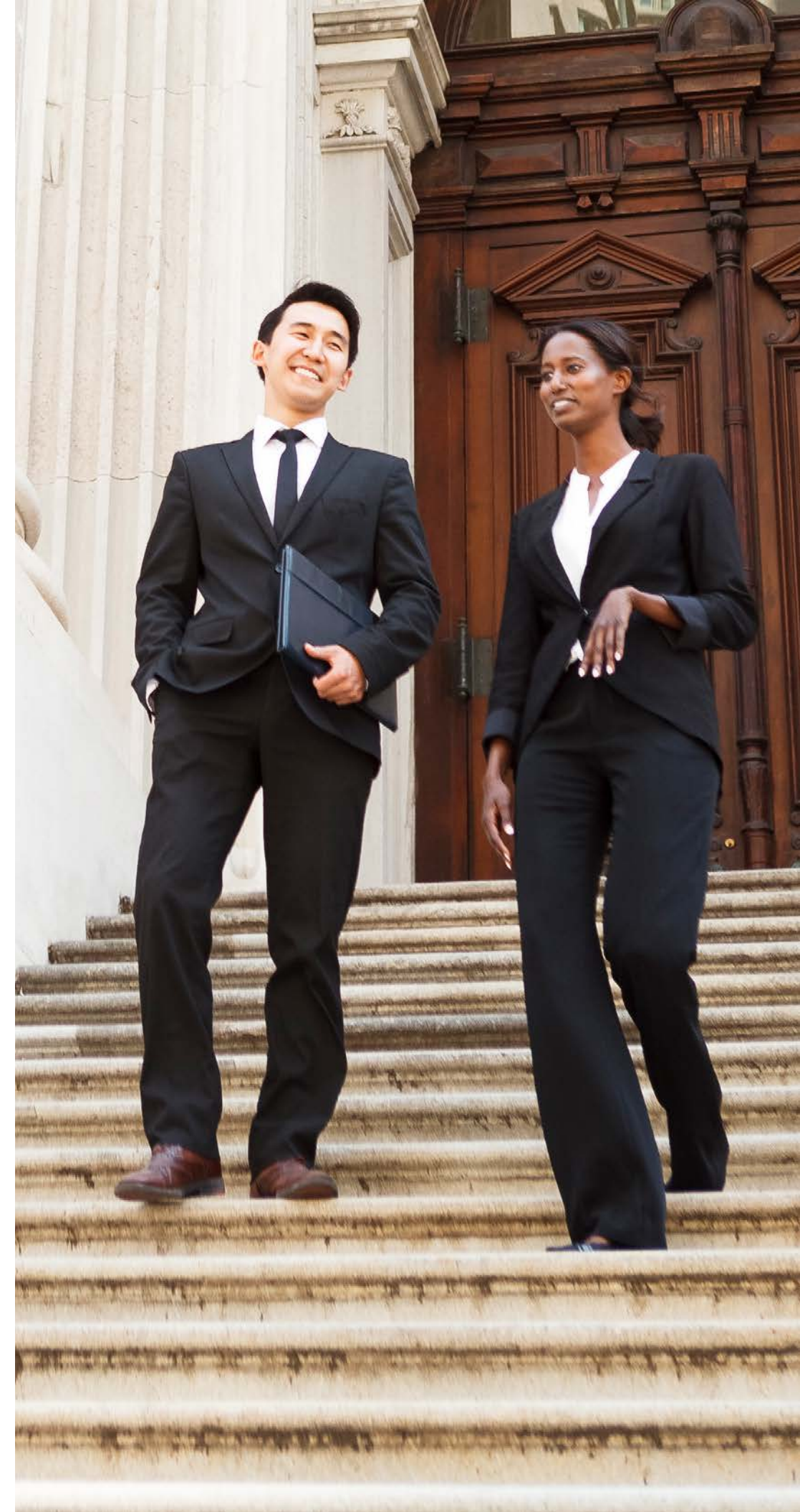


Ideal Candidate

The ideal candidate for the City Attorney in the City of Chandler will possess certain traits and experiences that will lead to success:

- First and foremost, the ideal candidate must be an effective leader of the City Attorney's Office, who brings clear judgment to workload management, streamlines processes, sets priorities, and creates an open, approachable office culture that supports staff development, accountability, and consistent service delivery.
- A balanced, solution-oriented advisor to elected officials and executive leadership. Providing clear and practical legal counsel without over-narrowing recommendations, along with offering decision-makers a well-defined slate of options, clearly explaining legal risks, tradeoffs, and paths forward is critical. Understanding the City Attorney's role as advisor and facilitator, not policy maker, and helping leaders get decisions made through creativity and problem solving.
- A strong foundation in municipal law, paired with judgement to know when work should be handled in-house and when to engage outside counsel. Comfort in overseeing specialized areas through contracting while continuing to maintain accountability, efficiency, and compliance.

- The ability to create and maintain highly collaborative partnerships that keep the City organization moving. Working seamlessly across departments, supporting operations without getting bogged down in unnecessary complexity.
- Translating complex legal concepts into plain language for elected officials, staff, and community members, as well as communicating early and often, flagging potential issues before they become problems, avoiding surprises, and remaining calm and measured under pressure. An honest, open communication style is imperative.
- Anticipating legal issues and addressing risk proactively through policy review, procedure updates, and code changes when appropriate. Additionally, a focus on prevention and risk management while remaining willing to litigate when necessary to protect the City's interests.
- Experience across core municipal practice areas is essential. Being well-versed in employment and labor law, litigation management, contracts, utilities, land use and water rights, public safety related matters, and other common municipal areas of concern.





Qualifications

Any combination of related education, experience, certifications, and licenses that will result in a candidate successfully performing the essential functions of the job is qualifying. The most attractive candidates will possess the following:

Education: A Juris Doctor (J.D.) degree from an accredited law school.

Experience: Ten (10) years of progressively responsible legal experience, including municipal law experience.

Residency Requirement: Residency in the City of Chandler, within one year of appointment, is required per the City Charter.

Licensure: Active membership in good standing with the State Bar of Arizona is required by the time of hire.

Salary & Benefits

The Chandler City Council will negotiate a highly competitive salary and executive benefits package with the selected candidate that is considerate of the candidate's experience and qualifications. In addition, an excellent executive benefit package is provided as outlined below. Key benefits include:

- **Retirement:** Retirement provided through participation in the Arizona State Retirement System (ASRS).
- **Deferred Compensation:** A voluntary 457(b) plan is offered by the City with a City contribution of up to 4%.
- **Medical Insurance:** Medical plans are offered through Blue Cross Blue Shield of Arizona. The City offers three plans with varying employee premium costs and deductibles.
- **Dental and Vision Insurance:** Dental insurance and Vision insurance are provided through Delta Dental and VSP, respectively. Employee contributions are minimal and calculated based on number of dependents.
- **Vacation:** 130 hours are accrued in the first year of employment with the ability to utilize the leave as it is accrued.
- **Holidays:** 12 paid holidays per year
- **Sick Leave:** 96 hours accrued per year
- **Life Insurance:** City coverage provided for an amount equal to one-time base salary up to a \$200,000 maximum for both basic life and AD&D insurance.
- **Relocation Assistance:** Up to \$20,000 is available per City policy. Residency within the Chandler city limits is required within one year of appointment, though the City will work flexibly with the selected candidate on relocation.
- **Fitness Center Membership:** Access to the City's Tumbleweed Recreation Center.
- **Retirement Health Savings Account:** During employment, \$15.00 per pay period is deposited into an RHS account with the ability to roll excess vacation yearly into the account. At the time of retirement, employees receive \$900 for each year of service and 50% of their sick leave balance deposited in the account to be used towards health care expenses.





Application & Selection Process

Interested candidates should **apply immediately**. The **City may close the recruitment at any time once a suitably strong group of candidates has been established**. **The first review of candidate applications is anticipated for the week of May 25, 2026**. Submit a comprehensive résumé and compelling cover letter online at:

www.mosaicpublic.com/careers

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Bryan Noblett | bryan@mosaicpublic.com | (916) 217-3696

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