



COUNTY ATTORNEY

Arapahoe County, CO

Recruitment Services Provided By





The Opportunity

Arapahoe County is one of Colorado's largest and fastest-growing counties with over 655,070 residents, encompassing communities such as Aurora, Centennial, Littleton, and Englewood. The county government manages substantial budgets, public safety functions, land-use issues, human services programs, elections, infrastructure projects, and regulatory matters. The County Attorney's Office serves as legal counsel to county leadership and department directors, helping shape policy while managing legal risk. Arapahoe County is seeking an exceptional attorney, trusted advisor, and collaborative public sector leader who combines outstanding legal judgment with political awareness, emotional intelligence, and unwavering integrity to serve as their next County Attorney.

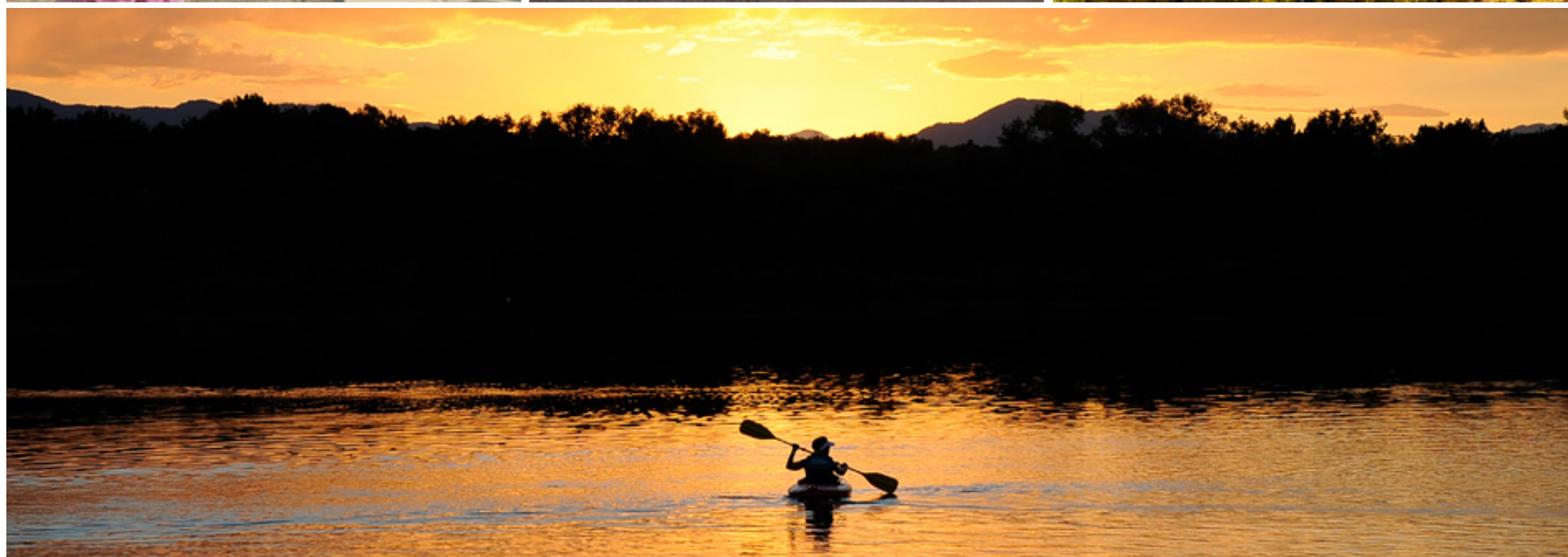
About Arapahoe County

Located in the heart of the Denver metropolitan region, Arapahoe County is one of Colorado's most dynamic and diverse counties. Home to thriving businesses, vibrant neighborhoods, top-tier healthcare, and abundant recreational opportunities, Arapahoe County offers an exceptional quality of life for residents, entrepreneurs, and visitors alike.

Arapahoe County is at the center of Colorado's economic engine, providing easy access to downtown Denver, major transportation corridors, and regional destinations. The County includes a mix of urban, suburban, and rural communities, creating opportunities for businesses and families at every stage of growth.

Residents enjoy hundreds of miles of trails, scenic open spaces, golf courses, and recreational facilities. Whether exploring the natural beauty of Cherry Creek State Park or enjoying community parks and local events, outdoor adventure is always close to home.

Our vision is a diverse and vibrant community where everyone can thrive. Arapahoe County is dedicated to delivering exceptional public services and using resources responsibly to advance quality of life. We do this by supporting public safety, promoting economic development, and fostering a transparent and responsive government. County leaders work collaboratively with residents, businesses, and community organizations to address today's challenges while planning for tomorrow's opportunities.





County Government

The seat of Arapahoe County is in Littleton, where many county government administrative offices are located, including the County Attorney's Office. Arapahoe County is a constitutional subdivision of the State of Colorado. Unlike cities, it can exercise only those powers granted by the state constitution and state law. The county's governing body is the five-member Arapahoe County Board of County Commissioners. Commissioners are elected from five districts and serve four-year terms. The board functions as the county's legislative, governing, and administrative authority. The County operates an \$819 Million dollar budget, overseen by 2,755 dedicated employees. Arapahoe County's adopted 2026 budget can be viewed [here](#).

The County Attorney's Office

The County Attorney serves as County's chief legal advisor, directing the operations and functions of the County Attorney's Office in accordance with applicable federal laws/regulations, and state constitution/statutes. The position acts as general counsel for Arapahoe County Government, serving as in house legal firm and collaborating with the BOCC, elected offices and county departments, providing legal advice to support the successful achievement of the County's strategic priorities.

The County Attorney oversees a department of over sixty employees with a budget of \$10,697,278 which supports services throughout the County. There are two departments which have a large employee base, the Sheriff's Office (801 employees) and the Human Services Office (651 employees) which require significant legal support. The Department of Human Services requires a staff of attorneys, paralegals, and administrators located on site to provide immediate assistance for court hearings, which requires staff oversight in two locations.

\$ 10.6M
Budget

60+ FTE
Employees





The Position

This County Attorney reports directly to the Board of County Commissioners, as do all peer directors as part of the Executive Team (the “E-Team”). Successful Arapahoe County Directors thrive in an environment non-reliant on formal authority. Instead, they influence through credibility, sound judgment, excellent communication, and relationship-building.

The position guides compliance with Colorado statutes, open meetings laws, public records requirements, and ethics regulations. Supports major county initiatives involving development, transportation, public health, elections, and public safety, and coordinates with state and federal agencies on complex legal matters. Essential functions include:

- Acts as chief legal advisor to the Board of County Commissioners.
- Hires, manages, counsels, and develops staff.
- Leads and manages outside counsel retained to represent the County and its officials and employees.
- Manages the delivery of comprehensive legal services to all County offices, departments, boards/committees.
- Supervises the Risk Manager and the risk management functions of the County.
- Manages the legal representation of the County and its officials and employees in civil litigation and administrative processes.
- Oversees the County Board of Equalization protest, abatement, and appeal process.
- Participates in the development, coordination, and implementation of County policies.
- Administers the County's code of ethics.
- Prepares and administers the budget for the County Attorney's Office.
- Acts as a liaison on behalf of the Board of Commissioners with other department heads on matters of legal, constituency, and/or management concerns.

The Ideal Candidate

The ideal candidate understands that, in a county operating without a county manager, the County Attorney serves as an essential member of E-Team partnering with the Board of County Commissioners (BoCC), elected officials and department leaders to promote sound governance, organizational effectiveness, and public trust.

The successful candidate possesses a demonstrated ability to build productive relationships with independently elected officials, County Commissioners, department directors, and outside counsel while maintaining the independence and objectivity expected of the County Attorney. They are a consensus builder who can navigate differing viewpoints, facilitate difficult conversations, and provide candid legal advice – even when that advice is unpopular.

This individual is a strategic thinker who sees beyond immediate legal issues to identify long-term organizational risks and opportunities. They are proactive rather than reactive, anticipating legal challenges, developing practical solutions, supporting operations, and helping the organization achieve its goals while ensuring compliance with applicable laws and ethical standards.

The ideal candidate is a confident yet humble leader who inspires trust through transparency, professionalism, and consistency. They communicate complex legal concepts in plain language, enabling elected officials and staff to make informed decisions. They are approachable, accessible, and committed to mentoring legal staff while fostering a culture of accountability, collaboration, and continuous improvement.

The successful candidate also demonstrates:

- Exceptional legal analysis and practical problem-solving abilities.
- Experience advising governing boards and elected officials.
- A strong understanding of public-sector governance, ethics, open meetings, public records, procurement, labor and employment law, land use, contracts, litigation management, and risk management.
- Outstanding interpersonal, negotiation, and conflict-resolution skills.
- Sound political acumen without being political.
- A commitment to public service and stewardship of taxpayer resources.
- The ability to remain calm, objective, and decisive in high-pressure situations.
- A collaborative leadership style that promotes teamwork while respecting differing roles and perspectives.
- The highest standards of ethics, integrity, and professional accountability.

Ultimately, the ideal candidate recognizes that success is measured not only by legal outcomes, but by helping the County govern effectively, manage risk wisely, foster productive working relationships, and maintain the confidence of both elected officials and the public.





Qualifications

The following are the minimum qualifications for the position of County Attorney:

Education: Juris Doctorate Degree or Bachelor of Laws (LLB) from an accredited law school.

Experience: Twelve (12) years of increasingly responsible experience in similarly affected areas, three (3) years of which should be at a high level of supervisory, administrative or management capacity.

Licensure:

- Fully licensed through the Colorado Bar Examination (within 12 months of date of hire).
- Passed the Multi-State Professional Responsibility Examination (MPRE)
- Good Standing with the Colorado Supreme Court

Skills, Abilities and Competencies:

- Extensive knowledge concerning applicable federal, state, and local statutes/regulations as well as case law, and the appropriate application(s) thereof.
- Leading and managing attorneys and other legal personnel.
- Proactively identifying legal issues and trends of concern to County Government.
- Researching and analyzing relevant statutes, regulations, and case law.
- Reaching sound legal conclusions and strategies and articulating the same to others succinctly and without jargon.
- Preparing and implementing long range plans that reflect County policy and philosophy.
- Preparing and administering a budget.
- Knowledge of practices and procedures of financial, procurement, and administrative management.
- Skill in recognizing, investigating, and analyzing a variety of legal, financial, operational and administrative problems and in developing alternatives and appropriate solutions.
- Communicating effectively, both verbally and in writing.
- Comprehending and implementing effective personnel practices and procedures.
- Establishing and maintaining effective working relationships with subordinates, peers, superiors, elected officials, fellow employees, and the general public.

Salary & Benefits

The hiring range for the County Attorney is dependent on qualifications and experience. Anticipated ranges are listed below:

- **2026 Range:** Min \$205,738 | Mid \$267,540 | Max \$329,342
- **Anticipated 2027 Range:** Min \$209,709 | Mid \$272,704 | Max \$335,698
- **Anticipated Hiring Rate:** ~\$245,500

Arapahoe County offers a comprehensive and flexible benefits program designed to support employees' well-being and meet the diverse needs of individuals and their families. Reflecting the County's commitment to fostering a healthy, supported, and engaged workforce, benefits include but are not limited to:

- Medical, Dental, and Vision Insurance
- Flexible Spending Accounts
- Medical Gap plans
- Life and AD&D Insurance
- Disability Insurance
- Retirement Plans
- Paid Vacation, Sick Leave and Holidays





Application & Selection Process

Interested candidates must submit a compelling interest letter and comprehensive résumé online by **Monday September 21, 2026**, at:

www.mosaicpublic.com/careers

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Ms. Julie Baca, Senior Consultant

julie@mosaicpublic.com | 970-209-0404

The County of Arapahoe is an Equal Opportunity Employer.

Recruitment Services Provided By



www.mosaicpublic.com