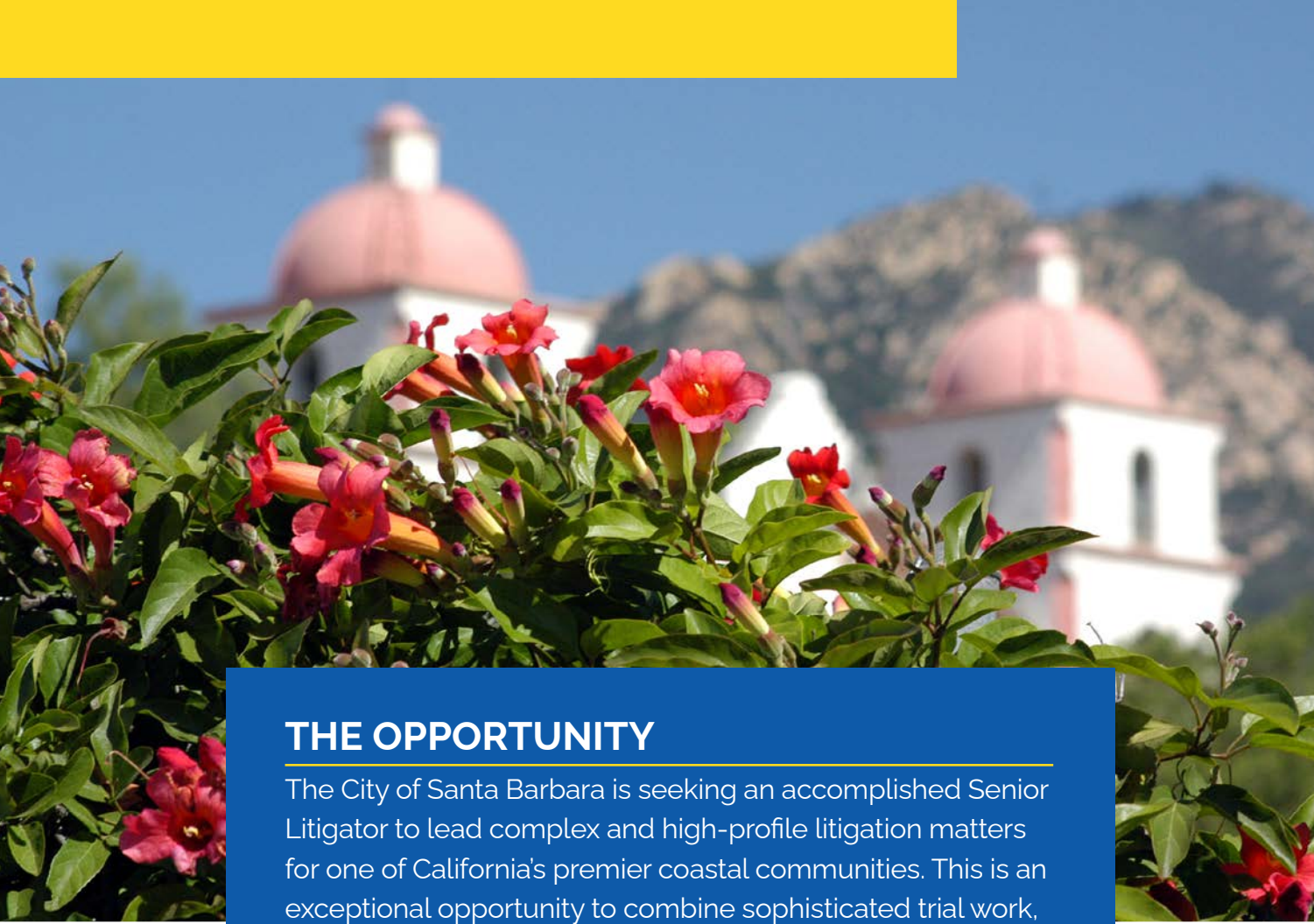




SENIOR LITIGATOR
City of **Santa Barbara, CA**

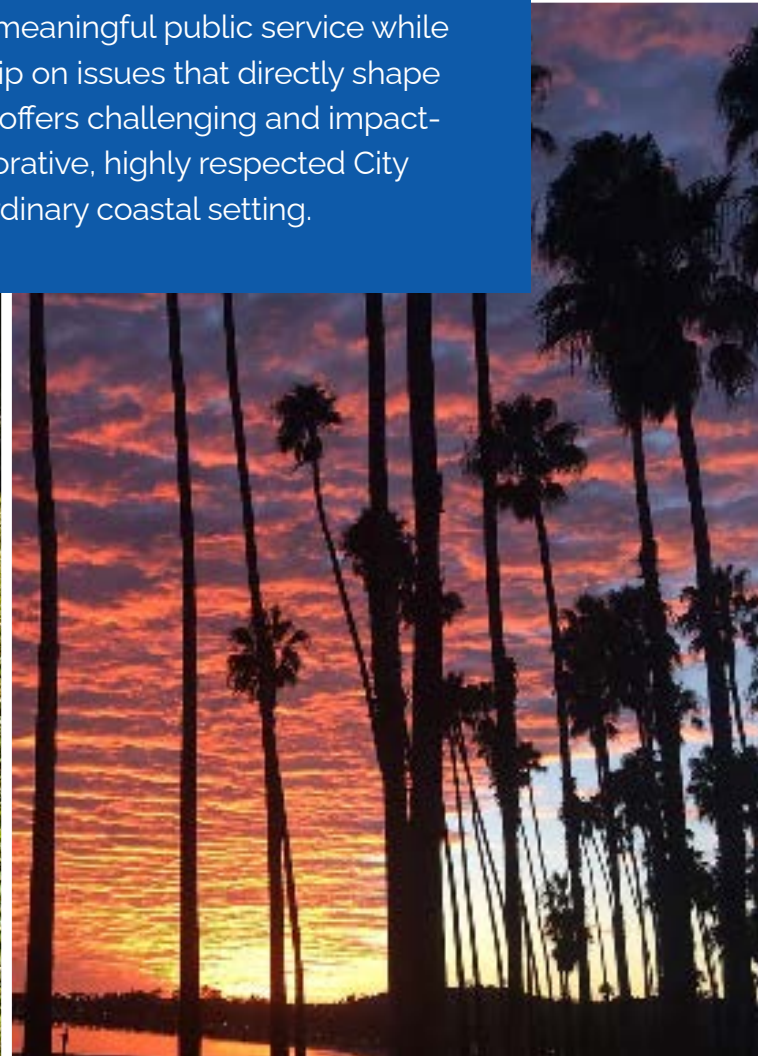
Recruitment Services Provided By





THE OPPORTUNITY

The City of Santa Barbara is seeking an accomplished Senior Litigator to lead complex and high-profile litigation matters for one of California's premier coastal communities. This is an exceptional opportunity to combine sophisticated trial work, strategic legal advising, and meaningful public service while partnering with City leadership on issues that directly shape the community. The position offers challenging and impactful legal work within a collaborative, highly respected City Attorney's Office in an extraordinary coastal setting.



ABOUT SANTA BARBARA

Nestled between the Pacific Ocean and the Santa Ynez Mountains, Santa Barbara (pop. 89,000) is widely regarded as one of California's most desirable coastal communities. Located 90 miles north of Los Angeles along U.S. Highway 101, the City offers a rare combination of natural beauty, cultural sophistication, and small-town charm. Known as the "American Riviera," Santa Barbara enjoys a mild Mediterranean climate with more than 300 days of sunshine annually, creating an exceptional year-round lifestyle centered around beaches, mountains, parks, and outdoor recreation.

Santa Barbara's distinctive architecture, vibrant downtown, scenic waterfront, and thriving arts and dining scene contribute to its unique character and exceptional quality of life. Residents enjoy outstanding educational opportunities, including nearby University of California, Santa Barbara and Santa Barbara City College, as well as excellent healthcare, shopping, dining, and recreational amenities. Combining the amenities of a sophisticated coastal city with the warmth and hospitality of a close-knit community, Santa Barbara offers an extraordinary place to live, work, and serve.

CITY GOVERNMENT

The City of Santa Barbara is a full-service charter city operating under a Council-City Administrator form of government. The seven-member City Council, including a directly elected Mayor and six Council Members elected by district, serves as the City's legislative and policy-making body. The Council establishes strategic priorities, adopts ordinances and resolutions, approves the annual budget, and appoints both the City Administrator and City Attorney. The City Administrator serves as the City's chief executive officer and is responsible for the day-to-day administration of municipal operations and implementation of Council policy.

Santa Barbara provides a broad range of municipal services through approximately fifteen departments, including Police, Fire, Public Works, Community Development, Parks and Recreation, Finance, Airport, Waterfront, Library, and Sustainability and Resilience. The organization employs more than 1,000 full-time and part-time employees and is supported by numerous advisory boards and commissions that provide public input on policy and operational matters. The City emphasizes collaborative governance, fiscal stewardship, community engagement, and high-quality public service delivery consistent with the expectations of one of California's premier coastal communities.

THE CITY ATTORNEY'S OFFICE

The City Attorney's Office is responsible for all legal representation and advice for the City Council, Boards, Commissions and all City officers and staff in all matters of law pertaining to the City. These responsibilities include, but are not limited to attending City Council, Planning Commission, and other board and commission meetings as needed. The office handles over 1,000 annual opinion requests and other legal work assignments as well as weekly agenda preparation and review of items that come before the City Council and Planning Commission. In addition, the office is responsible for all City prosecution and litigation services.

The office is staffed by 9.5 FTE attorneys, plus eight professional support staff including an Investigator, Business Manager, two Paralegals, and other support staff who work as a close team managing the City's legal affairs. The office also provides specialty services in litigation and criminal prosecution services.

THE POSITION

The Senior Litigator serves as the City of Santa Barbara's lead litigation attorney, managing the City's most significant, complex, and high-profile legal disputes. Reporting to the Chief Assistant City Attorney, this position is responsible for developing litigation strategy, handling all phases of civil litigation, preparing pleadings and motions, conducting discovery, negotiating settlements, and representing the City in trial, administrative hearings, and appellate proceedings. The Senior Litigator partners closely with City leadership, department directors, and outside counsel to address matters involving municipal liability, land use, public safety, constitutional issues, labor and employment, environmental regulation, contracts, and other areas affecting municipal operations.

This role requires an accomplished trial attorney with exceptional legal judgment, political acumen, and the ability to manage sensitive and precedent-setting matters in a highly visible public environment. In addition to courtroom responsibilities, the Senior Litigator provides strategic legal advice to City officials and staff, helps assess organizational risk, and contributes to the development of legally sound and operationally effective solutions to complex public sector challenges. The position also plays an important leadership role within the City Attorney's Office by mentoring attorneys and staff, coordinating specialized outside counsel, and serving as a trusted advisor on critical legal and policy issues facing the organization.

THE IDEAL CANDIDATE

The ideal candidate will be a seasoned and highly accomplished trial attorney with extensive experience handling complex civil litigation matters in both state and federal court, including police liability and civil rights cases under Section 1983. The City seeks a collaborative, pragmatic, and service-oriented professional with excellent judgment, strong courtroom presence, and the ability to manage a diverse caseload ranging from routine disputes to high-profile and precedent-setting litigation. Experience in Federal Court, employment law, mentoring less experienced attorneys, and overseeing outside counsel is highly valued. Equally important are the interpersonal qualities necessary to succeed in a public sector environment, including strong communication skills, political awareness, a collegial and team-oriented style, a strong work ethic, and a genuine pride in delivering high-quality legal work and public service.



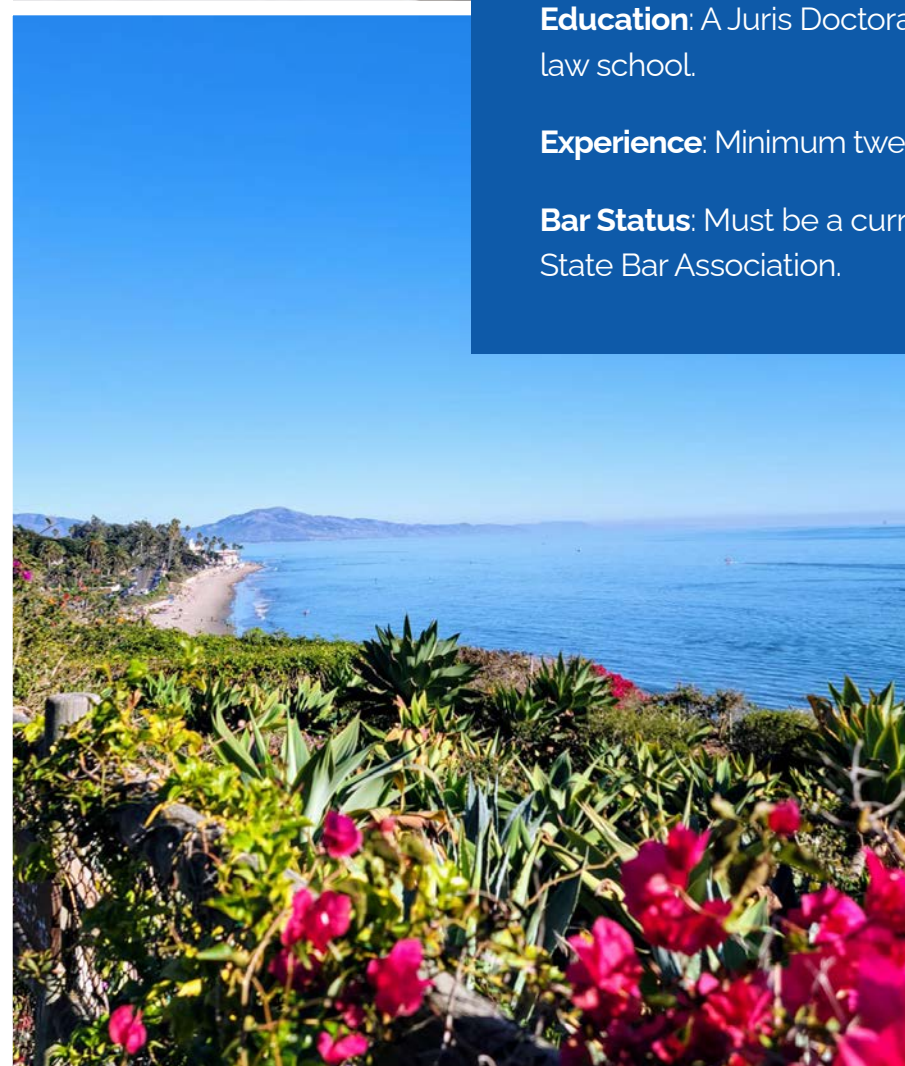
QUALIFICATIONS

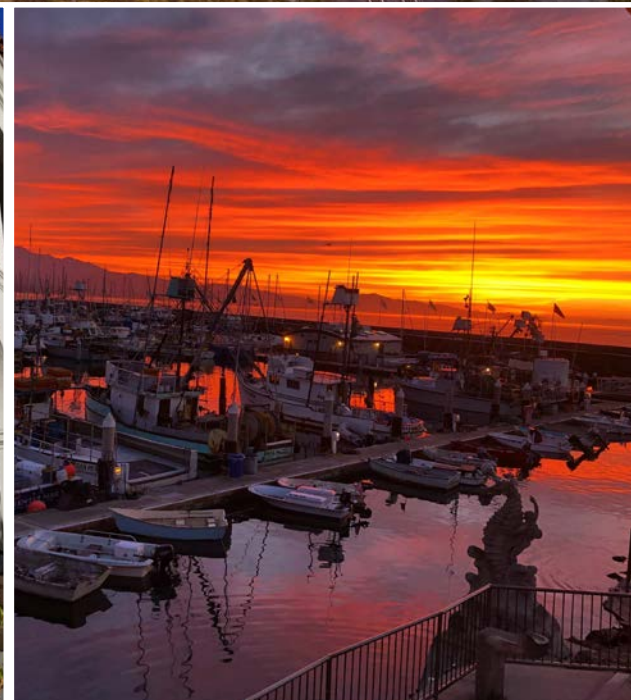
Any combination of education and experience that would provide the necessary knowledge, skills, and abilities is qualifying. The following is a typical way to qualify:

Education: A Juris Doctorate degree from an accredited law school.

Experience: Minimum twelve years of litigation experience.

Bar Status: Must be a current member of the California State Bar Association.





SALARY & BENEFITS

The salary range for the Assistant City Attorney V/Senior Litigator is **up to \$277,550**, with placement dependent on qualifications. In addition, an excellent executive benefit package is provided as outlined below. Key benefits include:

CalPERS Retirement: Classic members will be enrolled at the 2.7% at 55 benefit formula. New members hired after 1/1/2013 (PEPRA) will be enrolled at the 2% at 62 benefit formula.

Remote Work Schedule: The city supports flexible work arrangements, including hybrid schedules with up to three days per week remote.

Leave: Vacation accrues at 160 hours per year, increasing with City service. Additionally, the City offers 64 hours of Management Leave, 96 hours of annual Sick Leave, 32 hours of Personal Leave annually, and 12 paid Holidays.

Insurance: Insurance including medical, dental, and vision benefits is available, as well as city provided long-term disability insurance and optional short-term disability insurance.

Social Security: The City does not participate in Social Security.

Home Loan Assistance and Rental Reductions: The City is also an employer-member of the Coastal Housing Partnership which offers regular employees home loan assistance and rental reductions.

APPLICATION & SELECTION PROCESS

Apply immediately - This recruitment will close once a strong pool of candidates is established. Interested candidates are encouraged to submit an application, a cover letter and résumé online at:

[APPLY HERE](#)

Confidential inquiries are welcomed to Monday Fitz-Gerald, Business Manager with the City of Santa Barbara at (805) 564-5429 or MFitz-Gerald@SantaBarbaraCA.gov.

The City of Santa Barbara is an equal opportunity employer.
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