

# San Francisco Bay Conservation and Development Commission

455 Golden Gate Avenue, Suite 10600, San Francisco, California 94102 tel 415 352 3600 fax 415 352 3606

## JOB ANNOUNCEMENT

TO HELP PROTECT SAN FRANCISCO BAY

### Attorney

Full-Time, 6-month Limited Term Position

(With the possibility of extension or becoming permanent)

February 23, 2018

**About Us.** The award-winning San Francisco Bay Conservation and Development Commission (BCDC) is a small state agency located in San Francisco's Civic Center. BCDC has planning and regulatory responsibility over development in and around the San Francisco Bay, one of the most urbanized estuaries in North America. BCDC is guided in its decisions by its laws (the McAteer-Petris Act and the Suisun Marsh Preservation Act), its San Francisco Bay Plan, and other special area plans.

**About the Job.** Under the general direction of the Chief Counsel, the Attorney performs legal work on matters related to the functions and operations of the Commission including work in connection with permitting, enforcement, and administration of the McAteer-Petris Act, the Suisun Marsh Preservation Act, the Commission's regulations, and other State and federal laws and regulations.

**Who We Want.** BCDC is looking for someone with experience and knowledge of land use, environmental, and natural resource laws and regulations. The candidate should possess the appropriate legal background and be passionate about the San Francisco Bay and about balancing environmental protection with appropriate shoreline development and public access; with a strong desire to be at the leading edge of public policy debate about current issues that involve the intersection of science, land use law, and Bay-related resources including sea level rise; and with the ability to perform detailed legal research and analysis.

**Term and Salary.** The Attorney is a full-time, 6-month limited term, position with a salary range of \$5,387 – \$9,385 per month depending on qualifications and experience.

#### Essential Job Functions

- Understands and advises the staff on the procedural and substantive requirements of land use, environmental and administrative laws, rules regulations and policies affecting planning and regulating San Francisco Bay.
- Studies, interprets, and applies laws, court decisions, rules and regulations; analyzes applications, federal consistency determinations and certifications, claims of exemptions and reports of violations; prepares memoranda, staff reports and recommendations, and other documents.
- Gathers information and evidence and prepares for enforcement cases, which includes investigations, interrogations, depositions, and evaluations of alleged violations of the laws and regulations administered on behalf of the Commission.
- Researches, prepares memoranda, and reports to the staff on legal issues arising from planning and regulatory activities, including jurisdictional determinations, ownership of land, existence and extent of public trust interests, permanent guarantees of public access, mitigation or other requirements imposed by or on behalf of the Commission.

## Desired knowledge and abilities

### Knowledge of:

- Legal principles and their application; legal research methods; court procedures; rules of evidence and procedure;  
Administrative law and the conduct of proceedings before administrative bodies;
- Legal terms and forms in common use; statutory, regulatory, and case law authorities; and
- Provisions of laws, including Government Code sections, and regulations administered or enforced by the Commission.

### Ability to:

- Analyze complex and difficult legal principles and precedents and apply them to difficult and complex legal and administrative problems;
- Perform difficult and complex legal research; prepare and present statements of fact, law and argument clearly and logically in written and oral form;
- Draft complex and difficult opinions, pleadings, rulings, regulations and legislation;
- Negotiate effectively and conduct crucial litigation;
- Work cooperatively with a variety of individuals and organizations and maintain the confidence and respect of others; and
- Handle multiple high-profile priorities; communicate well verbally and in writing and work effectively under pressure.

**Eligibility.** Individuals on the Attorney eligible list are encouraged to apply. Current State employees or former State employees with transfer or reinstatement rights at the Attorney level are also eligible. (Please note that in order to be eligible for transfer or reinstatement, applicants **must** meet the minimum qualifications of the Attorney classification.) Appointment is subject to the State Restrictions of Appointment (SROA) provisions. Applicants must clearly indicate the basis of their eligibility, including SROA, surplus, transfer, re-employment status, or list eligibility in the Examination or Job Title section on the State Application Form 678.

**NOTE: If you are not currently eligible for appointment to the Attorney classification, you may participate on the CalHR website upcoming examination. The examination is open and online. A link to the exam can be found [here](#).**

**Applying for the Job.** The job opening is at the San Francisco Bay Conservation and Development Commission; however, the California Coastal Commission handles BCDC's personnel work. Therefore, to apply, please submit current resume, State Application Form 678 (available at [www.jobs.ca.gov](http://www.jobs.ca.gov)), and writing sample to:

Human Resources Office  
California Coastal Commission  
45 Fremont Street, Suite 1930  
San Francisco, California 94105-2219  
(415) 904-5430 or toll free (866) 831-2540  
[HumanResources@coastal.ca.gov](mailto:HumanResources@coastal.ca.gov)

**Filing.** The position will be open until filled. However, applications received by **March 9, 2018** will have priority consideration. Applications will be screened and only the most qualified candidates will be interviewed. No relocation expenses are offered.

**For More Information.** See website at: [www.bcdc.ca.gov](http://www.bcdc.ca.gov) or contact Marc Zeppetello (Chief Counsel) at 415-352-3655 or [marc.zeppetello@bcdc.ca.gov](mailto:marc.zeppetello@bcdc.ca.gov).

The State of California is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation.