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**Position Details****Classification:**

Attorney IV

**Office:**

Legal

**Working Title:**

Environmental Attorney

**Location:**

Sacramento

**Position Number:**

311-160-5780-801

**HR Approval Date/Initials:**

10/27/2026 MP

**CBID/Bargaining**

Unit: R02

**Work Week**

Group: SE

**Tenure:**

Permanent

**Time Base:**

Full-time

**Job Description Summary**

Under general direction of the Attorney Supervisor, at the advanced journey level, the attorney in this position will work with Authority executives, senior staff (planners, engineers, and environmental specialists), and consultants, and will represent the Authority before external stakeholders involved in all phases of the development and implementation of high-speed rail ("HSR") system throughout California. The attorney performs the most complex environmental legal work including reviewing projects under, and advising on, California Environmental Quality Act (CEQA) and the National Environmental Policy Act (NEPA), providing legal advice on land use matters, permitting (including federal and state Endangered Species Acts, and 401/404/408 permits), contamination-related issues, and environmental planning matters (such as environmental justice, Americans with Disabilities Act [ADA], and Limited English Proficiency [LEP] issues). This attorney will also perform the more complex and sensitive legal work related to implementation and operation of the California high-speed rail system and program, including work in the areas of contracts, procurements, public records disclosure, government claims, and conflicts of interest. This position may also work closely with private outside litigation counsel and attorneys at the California Attorney General's Office.

**Duties**

Percentage

Essential (E)/Marginal (M)

40% (E)

- Performs legal research and provides legal advice on the most sophisticated or complex or sensitive matters under NEPA or CEQA for the Authority.
- Provides legal advice to the Authority, and external legal representation where needed, in the areas of land use, permitting compliance (e.g. federal and state Endangered Species Acts, and 401/404/408 permits), contamination, and planning (e.g.

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- environmental justice, ADA, and LEP). Provides such advice with support from specialized outside counsel where needed.
- Reviews and advises on CEQA/NEPA draft environmental documents; such advice includes the development of project environmental reviews for proposed HSR project sections and post-CEQA/NEPA approval reviews during the construction phase.
  - Prepares analysis and advice, often in writing, and other legal services to the Authority's management and staff regarding the effect of laws, regulations, rules, court decisions, and administrative actions on more complex or sensitive issues related to the high-speed rail system and Authority program, in areas including procurement, contracting and conflicts of interest.
  - Supports and manages complex legal aspects of the Authority's implementation of its NEPA assignment from the federal government.
- 40% (E)
- Supports and participates in complex settlement or stakeholder negotiations. Represents the Authority in multifaceted matters with private and public stakeholders (federal, state, or local agencies; environmental, community, or business organizations).
  - Manages or supports the Authority on the more complex environmental litigation, in coordination with private outside counsel and attorneys at the Attorney General's Office.
- 10% (E)
- Reviews Public Records Act requests, other public and legislative inquiries, and the Authority's responses. Provides legal advice to Authority staff on record requests.
  - Ensures that assigned contracts and agreements are administered and managed in accordance with the applicable policies and procedures of the Authority, the State Contracting Manual (SCM) and the California Government Code (GC).
  - Develops and reviews the most complex Authority contracts for compliance with law, policy, and reasonable judgment, particularly with respect to consistency with the Authority's environmental commitments. Reviews and evaluates difficult contract dispute and claims issues. Conducts ongoing legal research in connection with a variety of legal issues affecting the operation of the Authority. Writes and reviews proposed legislation and provides legal assistance to the Legislative Office.
  - Performs other job-related duties as required.
- 10% (E)
- Coordinates with and oversees the work of specialized outside counsel on the more complex projects and ensures that their work product is responsive to Authority needs.

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### **Special Requirements**

The checked boxes below indicate any additional requirements of this position.

|                                                                                                                                                            |                                                                                                      |                                                                                                           |                                                                                            |                                                                                            |
|------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|
| License<br>Required<br>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/><br>Type: Active<br>Membership in<br>the California<br>State Bar | Conflict of<br>Interest (COI)<br>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> | Bilingual<br>Required<br>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/><br>Language: | Contract<br>Manager<br>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> | Medical<br>Required<br>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
|------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|

Other Special Requirements Information:

*License* – Active membership in the California State Bar.

*Conflict of Interest (COI)* - This position is designated under the Conflict-of-Interest Code. The position is responsible for making, or participating in the making, of governmental decisions that may potentially have a material effect on personal financial interests. The employee is required to complete form 700 within 30 days of assuming employment. Failure to comply with the Conflict-of-Interest Code requirements may result in disciplinary action.

### **Knowledge and Abilities**

Knowledge of: Legal research methods and performing research; legal principles and their application; scope and character of California statutory law and of the provisions of the California Constitution; federal and state statutes and rules; rules of professional conduct; principles of administrative trial and hearing procedure and rules of evidence; court procedures; legal terms and forms in common use; statutory and case law literature and authorities; professional and ethical rules as they relate to the practice of law; appellate proceedings; rules of evidence and conduct of proceedings in trial and appellate courts of California and the United States and before administrative bodies; and provisions of laws and Government Code sections administered or enforced.

Ability to: Research; analyze, appraise, and apply legal principles, facts, and precedents to legal problems; analyze situations accurately and adopt an effective course of action; prepare and present statements of fact, law, and argument clearly and logically in written and oral form; prepare correspondence and memoranda involving the explanation of legal matters; draft opinions, pleadings, rulings, regulations, and legislation; negotiate effectively and conduct crucial litigation; work cooperatively with a variety of individuals, organizations and maintain the confidence and respect of others; independently present difficult and complex cases before Administrative Law Judges; prepare, present, and handle legal cases; direct the work of clerical and professional assistants; edit written documents written by oneself, as well as those produced by others, for accuracy and effectiveness; analyze situations accurately and adopt an effective course of action; reason logically;

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exercise good judgment; effectively plan and engage in discovery, including depositions and interrogatories, and to compel production or attendance of/at same; independently prepare and present difficult and complex cases before boards, commissions, trial courts, and appellate courts; independently present difficult and complex cases before administrative bodies.

### **Desirable Qualifications**

- Strong written and oral communication skills.
- Ability to conduct legal research and writing, sometimes under short deadlines.
- Experience with CEQA, NEPA, or associated environmental laws and how they apply to state agencies and public projects.
- Experience with CEQA or NEPA litigation.
- Experience with any one of the following: National Historic Preservation Act (NHPA), state and federal agency environmental justice guidance, regulations, and orders, the Archaeological Resources Protection Act, the Clean Air Act, the Clean Water Act, CERCLA, RCRA, Endangered Species Act, Section 4(f) of the US Department of Transportation Act, federal or state Administrative Procedures Acts.
- Experience drafting legal and environmental documents such as legislation, regulations, or contracts.
- Ability to exercise a high degree of initiative, flexibility, judgment, and confidentiality.
- Ability to operate independently, but with the judgment to know when to ask for assistance and guidance from a supervisor or colleague.
- Ability to represent the Authority in dealings with other government agencies and private entities in a way that reflects well on the Authority.
- Dependable, punctual, excellent attendance.
- Knowledge of the Authority organization, operations, and relevant policy issues.
- Experience preparing correspondence involving inclusion of recommendations for effective courses of action.
- Litigation experience in including the ability to negotiate settlements and draft litigation documentation.
- Exercise good judgment and calm professionalism in all situations.
- Experience presenting opinions, ideas, or advice in front of numerous individuals.
- Experience balancing priorities from numerous clients regarding an array of subjects.
- Experience with environmental permitting and mitigation.

### **Supervision Exercised Over Others**

The Attorney IV does not supervise staff but may act as a team lead or provide technical guidance to others.

### **Public and Internal Contacts**

All levels of staff associated with the high-speed rail project, including Authority staff, consultants, vendors, contractors, and members of other state, local, and federal agencies;

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the private sector; the legal community (attorneys, judges, and court personnel); and the public.

### **Responsibility for Decisions and Consequence of Error**

The employee is responsible for a program or function and is expected to carry out necessary activities without direction, except as new or unusual circumstances require. Errors in judgment or failure to carry out the responsibilities of this position could place the Authority in violation of state and federal requirements. This position performs complex professional legal work and successful performance of the above-listed duties is essential to ensure that legal matters are resolved in an efficient and effective manner. Failure to perform these duties effectively could result in additional costs to the state to complete the high-speed rail project and political embarrassment for the Authority in the event of improper handling of duties on the largest infrastructure project in the nation. The incumbent should exercise a high degree of initiative and independent judgment in regularly performing the most difficult duties and be able to maintain attorney-client confidentiality.

### **Physical and Environmental Demands**

While working on-site, the incumbent works in a professional office environment, in a climate-controlled area which may fluctuate in temperature and is under artificial light. The incumbent will be required to use a computer, mouse, and keyboard, and will be required to sit for long periods of time at a computer screen. Employee must be able to focus for long periods of time, manage multiple tasks, adapt to changes in priorities, and complete tasks or projects with short notice. Employee must develop and maintain cooperative working relationships and display professionalism and respect for others in all contact opportunities.

### **Working Conditions and Requirements**

- a. Schedule: Flexible schedules may be available for this position. Specific schedules will be set between the supervisor and the employee.
- b. Telework: Part-time telework is available for this position for California residents based on the requirements of the position.
- c. Travel: The position occasionally travels statewide for meetings, negotiations, mediations, etc.
- d. Other: N/A

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**Acknowledgment and Signatures**

I have read and understand the duties listed above and can perform them with/without reasonable accommodation (RA). (If you believe you may require RA, please discuss this with the hiring supervisor. If you are unsure whether you require reasonable accommodation, inform the hiring supervisor who will discuss your concerns with the RA Coordinator.)

|                         |            |       |
|-------------------------|------------|-------|
| Incumbent Printed Name: | Signature: | Date: |
|                         |            |       |

I have discussed the duties with and provided a copy of this duty statement to the incumbent named above.

|                          |            |       |
|--------------------------|------------|-------|
| Supervisor Printed Name: | Signature: | Date: |
|                          |            |       |

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Ability to: Research; analyze, appraise, and apply legal principles, facts, and precedents to legal problems; analyze situations accurately and adopt an effective course of action; prepare and present statements of fact, law, and argument clearly and logically in written and oral form; prepare correspondence and memoranda involving the explanation of legal matters; draft opinions, pleadings, rulings, regulations, and legislation; negotiate effectively and conduct crucial litigation; work cooperatively with a variety of individuals, organizations and maintain the confidence and respect of others; independently present difficult and complex cases before Administrative Law Judges; prepare, present, and handle legal cases; direct the work of clerical and professional assistants; edit written documents written by oneself, as well as those produced by others, for accuracy and effectiveness; analyze situations accurately and adopt an effective course of action; reason logically;

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- Experience drafting legal and environmental documents such as legislation, regulations, or contracts.
- Ability to exercise a high degree of initiative, flexibility, judgment, and confidentiality.
- Ability to operate independently, but with the judgment to know when to ask for assistance and guidance from a supervisor or colleague.
- Ability to represent the Authority in dealings with other government agencies and private entities in a way that reflects well on the Authority.
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- Knowledge of the Authority organization, operations, and relevant policy issues.
- Experience preparing correspondence involving inclusion of recommendations for effective courses of action.
- Litigation experience in including the ability to negotiate settlements and draft litigation documentation.
- Exercise good judgment and calm professionalism in all situations.
- Experience presenting opinions, ideas, or advice in front of numerous individuals.
- Experience balancing priorities from numerous clients regarding an array of subjects.
- Experience with environmental permitting and mitigation.

### **Supervision Exercised Over Others**

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### **Public and Internal Contacts**

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the private sector; the legal community (attorneys, judges, and court personnel); and the public.

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**Acknowledgment and Signatures**

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|                         |            |       |
|-------------------------|------------|-------|
| Incumbent Printed Name: | Signature: | Date: |
|                         |            |       |

I have discussed the duties with and provided a copy of this duty statement to the incumbent named above.

|                          |            |       |
|--------------------------|------------|-------|
| Supervisor Printed Name: | Signature: | Date: |
|                          |            |       |

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