Office of Human Resources

Legal Administrator I – CL3192

General Statement of Duties

Administers a variety of supervisory, administrative, and staff functions for legal offices, departments or agencies. Performs supervisory work over a section’s administrative, paraprofessional, and/or technical staff. Provides leadership, direction, and long range and short-term planning, and directs operational policy development and performance criteria for the assigned area(s) in conjunction with departmental plans and goals.

Distinguishing Characteristics

This class is distinguished from the Legal Administrator II that performs management, supervisory, administrative, operational and fiscal activities or projects within a specialized functional area with section-wide impacts, which requires a thorough foundation in the principles and practices of the functional area in order to maintain and improve the efficiency and effectiveness of the functional area, and provides direction to department leaders with regard to strategic planning associated with the functional area for the section within a legal office, department or agency. This classification typically reports to a manager or a Legal Administrator III.

This class is distinguished from the Legal Administrator III class that has department-level responsibilities and may have some city-wide responsibilities within a defined scope and performs supervisory work over a department(s)’ administrative, paraprofessional, and/or technical staff, provides leadership, direction, and long range and short-term planning, and directs operational policy development and performance criteria for the assigned area(s) in conjunction with the departmental plans and goals. This class also works within an agency performing various budget related functions or works within an organization and oversees the purchasing and procurement functions of the agency. The Legal Administrator III serves as an expert with regard to the agency’s management, supervisory, administrative, operational and fiscal matters and is a resource within the specialized functional areas of accounting, budgeting, or finance, resolves complex and technical issues, designs business systems and processes, and creates policies and procedures in alignment with fiscal rules and regulations that directly impact the day-to-day operations within the agency’s specialized functional area.

Guidelines, Difficulty and Decision-Making Level

Guidelines are in the form of stated objectives for the section, unit, function or project.

Work assignment is generally unstructured and employee is responsible for assigning and supervising a variety of functions to achieve the objectives of the section, unit or project. Duties performed involve weighing and evaluating factors requiring judgment, analytical ability and problem solving.

Employee is responsible for simultaneous coordination and supervision of several functions, programs or projects in various stages of completion.

Level of Supervision Received & Quality Review

Under administrative supervision, the employee has personal accountability for carrying out an assigned function, program or project within the scope of established guidelines and objectives and is expected to resolve problems that arise in the normal course of the work. Completed work is generally reviewed for soundness of judgment, conclusion, adequacy and conformance to policy.
**Interpersonal Communication & Purpose**

Contacts of a non-prescribed nature involving the negotiation and resolution of non-routine problems encountered and where exceptional degrees of discretion and judgment and specialized knowledge are required in carrying out the programs and policies of an organization.

**Level of Supervision Exercised**

Performs supervision over employees within a specialized functional area.

**Essential Duties**

Performs supervisory duties over a section’s administrative, paraprofessional, and/or technical staff, implements and monitors performance criteria to achieve the section’s goals and objectives, and keeps supervisory/management level personnel abreast of trends and issues in the work area.

Provides support for a section’s staff activities such as: personnel, payroll, purchasing of office supplies and equipment, reception and information technology systems.

Works with City Attorney, District Attorney and/or Deputy Attorney, Chief Public Defender and various section supervisors to discuss division’s/section’s goals and objectives.

Supports a section’s professional and/or higher-level supervisors/managers by performing a variety of operational functions including operational analysis, reporting and evaluation, information management, computer operations, and process improvement.

Plans, assigns, and evaluates the work of the section’s staff members, provides technical expertise to staff, establishes and/or monitors current methods and policies, and recommends changes in practices and procedures to increase operating efficiency and expedite work flow.

Trains new staff members on applicable standards, regulations, and requirements for the assigned work area(s), orients staff with appropriate policies and procedures, and ensures that work conforms to policies, standards, and regulations.

Supports and interprets policies and procedures developed by higher level managers; coordinates the implementation of new procedures for the assigned function.

Participates in the selection of staff for hire, promotion and transfer as needed.

Develops, plans and implements staff training and development. Coaches, mentors and leads staff in career development. Provides work instruction and assists employees with difficult and/or unusual assignments.

Develops or modifies a section’s work plans, methods and procedures, determines work priorities and provides input to work schedules to provide adequate staff coverage.

Develops performance goals, documents performance, provides performance feedback and formally evaluates the work of the employee. Assists staff to achieve performance standards and identifies opportunities for continual improvement to performance standards. Drafts performance improvement plans as necessary.

Performs other related duties as assigned or requested.

Any one position may not include all the duties listed. However, the allocation of positions will be determined by the amount of time spent in performing the essential duties listed above.
**Competencies**

Coaching – Provides others with clear direction, motivates, and empowers. Recruits staff of a high caliber and provides staff with development opportunities and coaching.

Conflict Management – Manages and resolves conflicts, grievances, confrontations, or disagreements in a constructive manner to minimize negative personal impact.

Decision Making - Specifies goals and obstacles in achieving goals, generates alternatives, considers risks and evaluates and chooses the best alternative to make determinations, draw conclusions or solve a problem.

Delivering Results – Sets high standards for quality, quantity, and timelines. Focuses on customer needs and satisfaction. Consistently achieves project goals.

Influencing – Collaborates with, persuades and influences others.

Integrity/Honesty - Displays high standards of ethical conduct and understands the impact of violating these standards of an organization, self and others; chooses an ethical course of action; is trustworthy.

Leadership - Inspirres, motivates, guides others toward goals; coaches, mentors, challenges staff, adapts leadership styles to various situations, models’ high standards of respect for individuals by applying these values daily.

Oral Communication - Expresses information, ideas, and facts to individuals or groups effectively considering the audience and nature of the information; makes clear and convincing oral presentations; listens to others; and facilitates an open exchange of ideas.

Problem-Solving - Identifies and analyzes problems; determines accuracy; uses sound reasoning to arrive at conclusions; finds alternative solutions to complex problems; distinguishes between relevant and irrelevant information to make logical judgments and recommendations.

Reasoning - Identifies rules, principles or relationships that explain facts, data or other information; analyzes information and makes correct inferences or draws accurate conclusions.

Supervising a Diverse Workforce - Implements diversity policies for part of an organization; supports opportunities to recruit, develop and retain a diverse workforce; promotes teamwork, acceptance and productivity among persons who exhibit cultural, ethnic, gender and other individual differences.

Teamwork - Encourages and facilitates cooperation, pride, group identity; fosters commitment and team spirit; works with others to achieve goals.

**Knowledge & Skills**

Knowledge of supervisory theories and methods sufficient to be able to perform all elements of supervision.

Knowledge of automated data and word processing systems sufficient to be able to evaluate hardware and software, and to coordinate the selection purchase, installation, modification and maintenance of appropriate systems.

Knowledge of legal documents, terminology, and reporting services sufficient to be able to organize, supervise and maintain a legal library.

**Education Requirement**

Bachelor’s Degree in Business Administration, Public Administration, Political Science or a related field.
Experience Requirement

Two (2) years of experience in a legal office performing administrative functions in the day-to-day operations of the organization.

Education & Experience Equivalency

One (1) year of the appropriate type and level of experience may be substituted for each required year of post-high school education.

Additional appropriate education may be substituted for the minimum experience requirements.

Licensure & Certification

By position, requires a Paralegal Certification/degree or Certified Legal Manager Certification.
Licenses and certifications must be kept current as a condition of employment.

Working Environment

Work involves pressure due to multiple calls and inquires; subject to many interruptions, varying and unpredictable situations.

Level of Physical Demand

1-Sedentary (0-10 lbs.)

Physical Demands

(Physical Demands are a general guide and specific positions will vary based on working conditions, locations, and agency/department needs.):

- Sitting: remaining in the normal seated position.
- Reaching: extending the hand(s) and arm(s) in any direction.
- Handling: seizing, holding, grasping, or otherwise working with hand(s)
- Fingering: picking, pinching, or otherwise working with fingers.
- Feeling: perceiving attributes of objects by means of skin receptors.
- Talking: expressing or exchanging ideas by means of spoken words.
- Hearing: perceiving the nature of sounds by the ear.
- Eye/Hand/Foot Coordination: performing work through using two or more.
- Repetitive Motions: making frequent movements with a part of the body.
- Near Acuity: ability to see clearly at 20 inches or less.
- Lifting: raising or lowering objects weighing no more than 10 pounds, from one level to another.

Background Check Requirement

- Criminal Check
- Employment Verification
- Education Check

Assessment Requirement

- Professional Supervisor

Probation Period

Six (6) months.
Class Detail

FLSA Code: Y
Management Level: 7
Established Date: 7/28/2019
Established By: Greg Thress
Revised Date:
Revised By:
Class History: New job classification series; replaces Operational Supervisor I’s and Legal Administrator (CI0895) positions in CAO.