

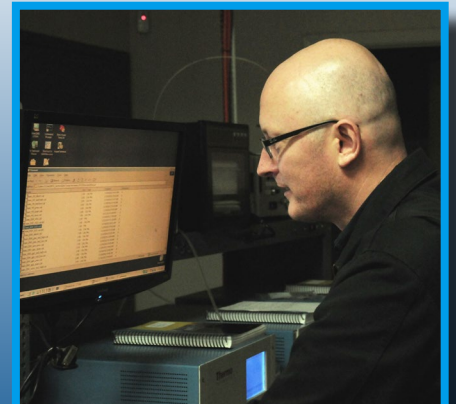


Bay Area
Air District

GENERAL COUNSEL BAY AREA AIR DISTRICT

SAN FRANCISCO, CA

*A Rare Opportunity to Help Shape the Future of Public
Health and Environmental Protection
Through Strategic Legal Leadership.*



Join one of the nation's most respected air quality agencies and help advance innovative environmental policy, protect public health, and improve the quality of life for more than seven million Bay Area residents.

BAY AREA AIR DISTRICT

The Bay Area Air District (Air District) serves one of the world's most dynamic, innovative, and environmentally conscious regions. Stretching from the vineyards of Napa Valley to the technology campuses of Silicon Valley, the Air District's jurisdiction encompasses nine counties, nearly 7.8 million residents, and approximately 7,000 square miles surrounding the San Francisco Bay. The region includes Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, southwestern Solano, and southern Sonoma counties.

Home to one of the nation's largest economies, the Bay Area is internationally recognized as a center for innovation, entrepreneurship, scientific research, higher education, environmental leadership, and cultural diversity. The region is home to many of the world's leading technology companies, internationally renowned universities including Stanford University and the University of California, Berkeley, nationally recognized healthcare institutions, vibrant agricultural communities, and one of the country's busiest ports. Its economy spans technology, clean energy, life sciences, manufacturing, finance, agriculture, tourism, and international trade.

The Bay Area's remarkable diversity is one of its defining strengths. Residents represent cultures and languages from around the world, creating one of the most multicultural regions in the United States. This diversity shapes the area's rich arts and culinary scenes, vibrant neighborhoods, and strong tradition of civic engagement and public service. The Air District's work reflects this diversity through its commitment to environmental justice, equitable public policy, and meaningful partnerships with the communities it serves.

As one of the nation's leading centers for environmental policy and climate innovation, the Bay Area has long

embraced forward-thinking solutions to some of society's most complex challenges.

THE ORGANIZATION

The Air District is the regional public agency responsible for protecting air quality, improving public health, reducing environmental inequities, and mitigating climate change throughout the San Francisco Bay Area. Created by the California Legislature in 1955 as the nation's first regional air pollution control agency, the Air District has long been recognized as a national leader in developing innovative, science-based air quality programs and environmental policies.

Guided by its mission to improve air quality, reduce historical and current environmental inequities, and mitigate climate change, the Air District grounds its work in the core values of transparency, partnership, environmental justice, equity, trust, and integrity. These principles guide every aspect of the agency's operations—from policy development and regulatory enforcement to community engagement and organizational culture.

The Air District is governed by a 24-member Board of Directors, composed of locally elected officials representing the region's nine counties. The Board establishes policy, adopts regulations, approves the budget, and appoints both the Executive Officer/Air Pollution Control Officer (APCO) and the General Counsel. The Air District is supported by a FYE 2027 Budget of \$480 million and more than 500 highly skilled professionals and is organized into eight service areas, including Engineering and Compliance, Equity and Community Programs, Finance and Administration, General Counsel, Public Affairs, Information Management, Science, and Policy.

The Board of Directors adopted the 2024–2029 Strategic Plan, which confirms the Air District's Mission and sets four strategic goals to align the agency with the Board's priorities:



AIR DISTRICT'S MISSION

The Air District improves air quality to protect public health, reduces historical and current environmental inequities, and mitigate climate change and its impacts.

STRATEGIC GOALS

- **Achieve Impact** – Strengthen enforcement, modernize regulations, and reduce the health impacts from air pollution.
- **Advance Environmental Justice** – Prioritize resources for overburdened communities, increase community-driven investments and partnerships, and improve air monitoring at local scales.
- **Foster Cohesion and Inclusion** – Build a diverse workforce, enhance internal collaboration, and expand training to embed environmental justice into all aspects of our work.
- **Be Effective, Accountable, and Customer-Oriented** – Improve permitting and enforcement processes, increase transparency, and ensure fiscal responsibility.

To discover more about the Air District, visit: www.baaqmd.gov

THE GENERAL COUNSEL AND THE LEGAL DIVISION

The General Counsel serves as the Air District's chief legal officer and principal legal advisor to the Board of Directors, Executive Officer/Air Pollution Control Officer (APCO), executive leadership team, and the agency as a whole. Reporting directly to the Board of Directors, the General Counsel leads the Legal Division, a highly respected team of 18 legal professionals responsible for managing all legal affairs of the Air District. The Division provides strategic counsel on a broad range of complex issues, including environmental and regulatory law, governance, permitting, rulemaking, enforcement, litigation, contracts, labor and employment, grants, ethics, the Brown Act, the California Public Records Act, and other matters essential to advancing the Air District's mission.

The Legal Division plays a vital role in protecting the public interest by prosecuting enforcement actions, managing complex state and federal litigation, pursuing injunctive relief and civil penalties, and collaborating with the California Attorney General, local District Attorneys, and specialized outside counsel when appropriate. Equally important, the Division partners with Air District leadership to manage legal risk, support innovative policy development, and advance the Air District's Strategic Plan by integrating environmental justice principles into enforcement, permitting, and organizational decision-making. As a key member of the Executive Team, the General Counsel is far more than the Air District's chief attorney. The successful candidate will be a collaborative leader and trusted strategic partner who builds consensus among diverse stakeholders, develops practical solutions to complex legal and policy issues, and cultivates strong relationships with elected officials, community leaders, partner agencies, industry representatives, and environmental organizations. They will continue to strengthen a culture of collaboration, professional development, innovation, and public service while helping guide one of the nation's premier environmental agencies through an evolving legal and regulatory landscape.



This executive leadership position offers a rare opportunity to work alongside one of the nation's most respected executive leadership teams, influence nationally significant environmental policy, advance innovative climate and clean air initiatives, and help shape the future of air quality regulation for the Bay Area and beyond.

THE IDEAL CANDIDATE

The Board of Directors seeks an accomplished, collaborative, and highly respected environmental legal professional who combines exceptional legal expertise with outstanding interpersonal skills, sound judgment, and executive leadership experience. The successful candidate will serve as a trusted advisor to the Board of Directors and Executive Team, providing thoughtful legal counsel while helping advance one of the nation's most innovative environmental organizations.

The ideal candidate will possess deep knowledge of environmental and regulatory law, including California air quality regulations and the Clean Air Act, and will understand how to balance legal risk with practical, mission-driven decision-making. Experience managing complex litigation, advising governing boards, and navigating politically sensitive issues within a public agency environment will be highly valued. The successful candidate will understand the appropriate role of legal counsel, providing candid legal advice while respecting the policy-making responsibilities of elected officials and executive leadership.

Equally important, the General Counsel will be an approachable, inclusive, and solutions-oriented leader who builds trust across the agency. They will be an exceptional communicator, consensus builder, and relationship manager who is comfortable engaging with community members, environmental justice organizations, industry representatives, elected officials, and regulatory partners. This individual will be recognized for their ability to determine crossover issues and identify practical, legally sound solutions that advance the agency's mission.

The ideal candidate will also be an experienced manager who values mentorship, develops talent, promotes collaboration, and fosters a positive workplace culture. They will bring humility, emotional intelligence, political awareness, decisiveness, and a calm, steady leadership style that inspires confidence while navigating complex legal, policy, and governance challenges.

Executive or senior-level experience in a public agency setting in the active practice of environmental law in the State of California, or equivalent, is desired. Experience should demonstrate the capacity to address evolving issues in a fast-paced environment that requires strategic and creative thinking. Competitive candidates will possess substantial experience with California environmental and regulatory law, the Clean Air Act, permitting, litigation, governance, and environmental justice matters. Qualified candidates typically have the equivalent of graduation from a four-year college or university, a law degree, and must be a member in good standing of the State Bar of California.



Application & Selection Process

The closing date for this recruitment is **11:59 p.m.** on **Sunday, September 20, 2026**. To be considered for this opportunity, upload cover letter, resume and list of six (6) professional references using the "Apply Now" feature at www.tbcrecruiting.com.

TB&CO.

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TERI BLACK & COMPANY, LLC

www.tbcrecruiting.com

Following the closing date, resumes will be screened in relation to the criteria articulated in this brochure. Applicants with the most relevant qualifications will immediately be granted preliminary interviews by the recruiters. Candidates deemed to be the best qualified will be invited to participate in interviews with the Air District Board of Directors. The agency anticipates making an appointment shortly thereafter, following the completion of thorough background and reference checks. The recruitment is completely confidential, and references will not be contacted until the end of the process and, at that time, will be done so in close coordination with the candidate impacted.



**Bay Area
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COMPENSATION & BENEFITS

The Board of Directors is committed to being competitive with the market while remaining fiscally responsible. Salary will be based on qualifications (Incumbent salary: \$416,720). The Air District also offers a highly competitive benefits package that includes the following:

Retirement: CalPERS: 2.0% at 55, for "CLASSIC" members. Employees pay 7% of member rate on a pre-tax basis. 2% @ 62, for "PEPRA" members. Employees pay 7.25% of member rate on a pre-tax basis. The Air District does not participate in Social Security, except for the required Medicare.

Deferred Compensation Program: Voluntary participation in 457 plan.

Money Purchase Pension Plan: Air District contributes \$258.25 per month, increasing annually based upon CPI.

Medical, Dental, Vision Insurance: CalPERS health care plans with a generous Air District contribution for employee, employee plus one, and family coverage. Dental provided by Delta Dental & Vision by VSP.

Retiree Health, Dental, Vision: Air District contributions based upon years of service.

Life Insurance: 5 times annual salary, up to \$500,000 up to age 55; coverage decreases with age; additional employee-paid individual coverage and employee-paid dependent coverage is available.

Disability Insurance: Air District-paid long-term insurance and California State Disability Insurance (SDI).

Annual Leave: 12 to 30 days per year based upon years of service.

Management Leave: 120 hours/15 days per fiscal year (unused portion may be cashed out).

Holidays: 14 fixed holidays per year.

Floating Holidays: 9 days per fiscal year, prorated based upon employment date.

Paid Sick Leave: 12 days per year.

Employee Assistance Program