





CITY ATTORNEY

Are you a dedicated legal professional with a passion for public service? The City of Gastonia is seeking an exceptional City Attorney to provide crucial legal expertise and guidance to our vibrant and growing community.

 www.gastoninc.gov

 181 S. South St., Gastonia, NC



The City of Gastonia, a three-time All-America City and winner of the U.S. Conference of Mayors' top Livability Award is one of the best places to live and work. Its prime location just minutes West of Charlotte and midway between Atlanta and the Research Triangle, attracts businesses and industries seeking an ideal site for growth. With a population exceeding 83,000, Gastonia is the largest city in Gaston County and the 13th largest in North Carolina. The city is part of the rapidly expanding Charlotte-Concord-Gastonia NC-SC Metropolitan Statistical Area (MSA), one of the state's fastest-growing regions.

Significant changes and developments are on the horizon for Gastonia, aimed at enhancing the quality of life for its residents and attracting new businesses and visitors. With an adopted budget of \$346 m for FY2025, key initiatives for the upcoming year focus on employee professional development and health, improvements to transportation, new infrastructure to support sustainable growth, and various economic development projects designed to boost local industries and create job opportunities.

As Gastonia continues to evolve, it remains dedicated to balancing progress with environmental stewardship, community needs, and economic vitality, ensuring a bright and prosperous future for all who call it home.

CITY GOVERNMENT

The City of Gastonia, proudly incorporated in 1877, has been the vibrant county seat of Gaston County since 1911. Our city thrives under a dynamic Council-Manager form of government, ensuring both effective leadership and professional management. In this structure, the Mayor, elected to a four-year term, works alongside Council Members who serve staggered four-year terms to provide continuous, stable governance.

This dedicated team appoints a highly skilled City Manager and City Attorney, who are entrusted with the efficient administration of city operations and legal affairs. This system guarantees that Gastonia remains responsive to the needs of its residents while fostering growth, innovation, and a high quality of life. Join us in celebrating a legacy of strong governance and a future of continued excellence.

Our Vision

The City of Gastonia serves as a model for civic leadership as we engage our community of dedicated neighbors (**Great People**). We share a collective passion for personal safety, economic vitality, inclusiveness, cultural richness and overall sustainability (**Great Place**). Our distinct character is built upon a rich and unique heritage and fueled by enthusiasm for the promise of a bright tomorrow (**Great Promise**).



Our Values

We, the Mayor, City Council, Managers, Supervisors, and Employees practice

1

Accountability

Responsible for our actions, transparent in decision-making, and answerable to the community we serve

2

Inclusiveness

All voices in the community are heard and valued, fostering equitable and representative decision-making

3

Safety

Ensuring the well-being and protection of community residents and employees through effective policies and practices

4

Professionalism

Consistently demonstrating integrity, accountability, and dedication to serve the community with excellence

5

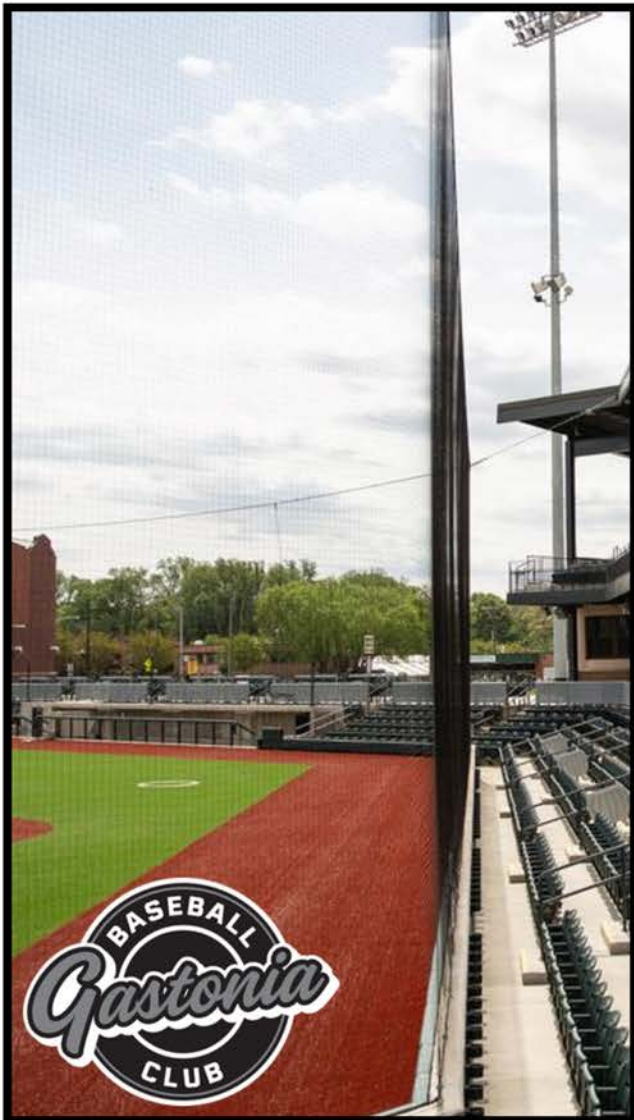
Honesty and Integrity

Essential for building and maintaining public trust and ensuring transparent, accountable decision-making

Position Overview

The City Attorney, appointed by the Mayor and City Council, plays a crucial role in ensuring the legal integrity and effective governance of the City of Gastonia. This is an exciting opportunity for a seasoned legal professional to make a significant impact in a dynamic and growing community, following in the steps of our current City Attorney, retiring after a remarkable 30 years of service.

The City Attorney serves as the chief legal advisor for the City of Gastonia, providing comprehensive legal support to the City Council, City Manager, and various city departments. This pivotal role ensures the city's compliance with local, state, and federal laws, and represents the city in legal proceedings. The City Attorney is instrumental in shaping city policies, drafting and reviewing legal documents, and offering strategic legal counsel to promote the city's interests and protect its assets. The position directly supervises an Assistant City Attorney, a paralegal, and collaborates regularly with a staff police attorney.



Work that Matters

DIVERSE RESPONSIBILITIES

This role offers a dynamic and challenging environment where no two days are the same. As City Attorney, you will navigate diverse legal responsibilities, manage critical legal projects, and collaborate with various city departments and stakeholders to ensure smooth and efficient operations.

INNOVATIVE PROJECTS

Be at the forefront of exciting and innovative projects that will shape the future of our city. From advising on urban development to ensuring compliance with federal, state, and local laws, your role as City Attorney will be instrumental in driving progress and innovation.

STRATEGIC LEADERSHIP

As the City Attorney, you will play a pivotal role in shaping Gastonia's future. Working closely with the City Manager, you will develop and implement strategic legal initiatives that drive growth, enhance services, and improve the quality of life for our residents.

Ideal Candidate

The ideal candidate shares the City of Gastonia's core values of accountability, inclusiveness, safety, professionalism, honesty, and integrity. These values are essential to maintaining public trust in City Government, and the right candidate will act as an ambassador for the City in all legal matters. Additionally, the ideal candidate for this position should be a seasoned legal professional with a comprehensive understanding of municipal law and a proven track record of successful legal counsel and project management.

Key Responsibilities

Legal Counsel and Advice: Represent the city in all legal proceedings, including civil lawsuits, administrative hearings, and other disputes. Develop legal strategies, prepare and file legal documents, and coordinate with outside counsel when necessary.

Compliance and Risk Management: Monitor and ensure the city's compliance with local, state, and federal laws and regulations. Identify and mitigate legal risks associated with city operations and projects, and develop strategies to minimize potential liabilities.

Policy Development and Implementation: Assist in the formulation and implementation of city policies and procedures to ensure legal soundness and effectiveness. Provide legal perspectives on proposed policy changes and new initiatives to ensure they comply with applicable laws.

Legal Research and Analysis: Conduct thorough legal research and analysis on various issues affecting the city. Stay updated on changes in laws and regulations that may impact the city and provide guidance on how to adapt to these changes.

Contract Negotiation and Management: Draft and review contracts entered into by the city. Ensure that all contracts are legally binding, enforceable, and in the best interest of the city.

Education and Experience

- **Juris Doctor (JD) degree recognized by the North Carolina Bar.**
- **Extensive legal experience, preferably in municipal or public sector law.**
- **North Carolina local government experience preferred**
- **Strong leadership skills with a proven ability to manage teams and complex projects**

Compensation and Benefits

At the City of Gastonia, we believe in recognizing and rewarding the talent that drives our success. As an employee, you can expect an exceptional compensation and benefits package that goes beyond a paycheck. Our commitment to your well-being, personal and career growth, and financial security are just a few of the advantages of joining the City of Gastonia team and what makes us an employer of choice.

HIRING RANGE

\$195,000 - \$235,000 based on qualifications and determined by Mayor and City Council

BENEFITS PACKAGE

- 5% city-contribution into 401k plan and 13.60% city contribution into the Local Government Employees Retirement System (Pension)
- Annual leave: 12 days per year (number of days increase the longer employed)
- Sick Leave: 12 days per year
- Holidays: Eleven, plus one floating
- HSA (includes a City HSA contribution, and City-paid individual premium), Delta Dental PPO with buy-up option, dependent care flexible spending account, and a variety of supplemental insurance plans
- Employee Assistance Program
- Employee Wellness Center with \$3 copay for employees and covered dependents
- Career Development Incentive Program





HOW TO APPLY

Interested candidates should apply online at www.GovHRjobs.com with a resume, cover letter and contact information for five professional references by **January 31, 2025**.

Confidential inquiries may be directed to W. Lane Bailey, *MGT Senior Consultant* at Tel: 704-798-8221 or Riccardo (Rick) Ginex, *MGT Approved Independent Executive Recruiter*, at Tel: 847-380-3240, ext. 160.

Gastonia is an Equal Opportunity Employer.

The City of Gastonia is an Equal Opportunity Employer(MIF IH). We are committed to creating and maintaining a work environment that is inclusive, equitable, and welcoming. We value diversity and promise to honor your experiences, perspectives, and unique identity.

Online applications are stored on a secure site. Only authorized employees and hiring authorities have access to the information submitted.