

Draft Legal Counsel want ad
From H. Harrow, 7/24/13

(COMMISSIONERS: Thanks to Anna for providing me a leg up on this ad. Though I deleted reference to Rachel's Application Questions in the "To apply" paragraph, I kept a few at the end for us to consider.)

Legal Counsel Redistricting Commission

The Independent Citizens Redistricting Commission of Austin, Texas is seeking a Legal Counsel. The Commission is responsible for adopting a plan to set boundaries of ten districts, each to elect one Austin City Councilor.

Under the general direction of the Commission's Executive Director, the Legal Counsel will work as primary counsel to implement creation of ten single-member Austin districts that meet requirements of the federal Voting Rights Act of 1965. You must also provide expert advice on legal compliance of the Commission's policies, plans and procedures with the Texas Open Meetings Act, City of Austin Charter and other applicable laws and statutes. You will, as needed, be available for Commission meetings and for public hearings throughout Austin in the evenings.

You will report to the Executive Director and serve at the pleasure of the Commission until a redistricting plan has been adopted and any challenges to it resolved, estimated to be six months starting August 2013. This part-time position is located in Austin with a salary depending upon expertise.

You will have a J.D. degree and be licensed to practice law in Texas. Dedication to transparency, nonpartisanship, and independence from City government is essential, especially since you may be called upon to work with City staff.

Other qualities we seek in Legal Counsel:

- *Clear yet comprehensive communications
- *Prowess in problem-solving
- *Ability to recommend and consult with other counsel as needed
- *Supple negotiating skills
- *Personable yet professional demeanor

Employees of the Commission hold non-civil service positions and serve at the pleasure of the Commission, an equal-opportunity employer. Identity of applicants and interview finalists may be subject to disclosure via the Texas Public Information Act.

To apply, first make sure you meet eligibility requirements below. Then submit a cover letter, resume and three professional references by August 5, 2013 to:
<http://www.jobscore.com/jobs/icrc>

Eligibility Requirements: Within the five years immediately preceding the date of application, neither the applicant nor their spouse have:

- *Been appointed to, elected to, or have been a candidate for state or city office;
- *Served as an officer, employee, or paid consultant of a political party or of the campaign committee of a candidate for elective state, county or city office;
- *Been a registered state or local lobbyist;
- *Contributed or bundled \$1000 or more in aggregate to candidates for City of Austin elective office in the last city election.

Within the three years immediately preceding the date of application, the applicant has not been a paid employee of the City of Austin; person performing paid services under a professional or political contract to the City of Austin, to the City Council, or to any member of the City Council; any controlling person of any such consultant; or a spouse of any of the foregoing. (II.3.(I)(3))

(COMMISSIONERS: Should we ask lawyers to answer these questions? Below are ones I felt would most apply.)

Application Questions:

1. Tell us about yourself and why you are interested in the Legal Counsel position.
5. ICRC has a tight timeline and is building from the ground up. What assets do you bring re staff, experience or resources that will help you hit the ground running?
6. What do you see as the biggest challenge to this role? How would you overcome it?
7. What are your salary expectations?
8. If selected, about how many hours per week do you have to dedicate to this role?
9. Have you planned any major events/vacations the next 6-9 months that might require absence from Austin or time off more than 5 days in duration? If so, please list.
10. Describe a time you successfully de-escalated a conflict between two parties.