REDWOOD COAST EnergyAuthority

invites you to apply for the position of

GENERAL COUNSEL

Are you a sharp, adaptable legal professional who thrives in a mission-driven environment? The Redwood Coast Energy Authority (RCEA) is seeking its first-ever internal **General Counsel** to serve as its chief legal officer, providing critical guidance during an exciting period of regional innovation.

As a key member of the executive leadership team, you will work closely with the Board of Directors, the Executive Director and the executive team to navigate complex regulatory frameworks, protect the agency and advance strategic priorities.

TRIPEPI SMITH
—TALENT SOLUTIONS—

ABOUT

Redwood Coast Energy Authority

The Redwood Coast Energy Authority is a local government Joint Powers Authority (JPA) governed by the County of Humboldt, its incorporated cities, and two area Tribes, the Blue Lake Rancheria and the Yurok Tribe, since its initial formation in 2003. Located on the breathtaking North Coast of California, the agency is a highly successful, award-winning Community Choice Aggregator (CCA) dedicated to reducing energy demand, increasing efficiency and advancing local, renewable energy resources. RCEA manages an expansive portfolio of clean energy initiatives, including electrification and cutting-edge resiliency infrastructure designed to reduce greenhouse gas emissions and promote local energy sustainability.

RCEA proudly owns and operates its own microgrid, known as the Redwood Coast Airport Microgrid, providing grid reliability during severe weather, earthquakes and broader power outages. Additionally, the agency serves as the portfolio administrator for an innovative 17-county Regional Energy Network. RCEA is also at the forefront of regional advocacy and outreach for offshore wind development.

Why Work For Us?

MISSION-DRIVEN. PEOPLE-FIRST.

At RCEA, the mission is at the heart of everything we do. We are a proud “people-first” agency dedicated to fostering a collaborative, inclusive and welcoming culture. Together we tackle complex environmental challenges while maintaining a lighthearted, supportive space where staff build genuine connections.

WORK-LIFE BALANCE, REIMAGINED.

We don’t just talk about work-life balance; we LIVE it. With our unique **34-hour workweek** (four 8.5-hour days), you’ll enjoy an extended three-day weekend to explore the breathtaking coastal redwoods and stunning landscapes of Humboldt County. This 34-hour structure is our baseline, though executive leadership naturally requires flexibility. When business demands it, our leaders step up to work the hours necessary to drive our mission forward.

OUR MISSION

The Redwood Coast Energy Authority’s (RCEA) mission is to develop and implement sustainable energy initiatives that reduce demand, increase energy efficiency, and advance the use of clean, renewable resources for the benefit of Humboldt County’s member agencies and constituents.

THE DEPARTMENT AND LEGAL SERVICES

This recruitment marks an exciting milestone. The agency is establishing its very first internal legal counsel position, transforming how legal services are managed across the agency.

This position requires a comprehensive jack-of-all-trades mindset and skill set and ability to execute all levels of legal support. You will handle high-level strategic advisory work alongside hands-on, everyday tasks, from drafting complex board resolutions to performing the routine administrative functions necessary to keep the department running smoothly.

While you will serve as the primary legal advisor on internal policy, contracts, public records and Brown Act compliance, you will also be responsible for coordinating effectively with specialized external counsel when necessary.

RCEA is comprised of dedicated individuals with a shared passion for sustainability and service. Our team thrives in a culture of deep collaboration, inclusivity and mutual respect.

CLICK HERE TO MEET THE TEAM!

ABOUT THE POSITION

The General Counsel Role

Appointed by the Board of Directors, the General Counsel receives administrative direction from the Executive Director and is responsible for planning, organizing and managing all of the legal services and activities of the agency.

An essential component of this role involves collaborating closely with the Executive Director who manages numerous high-priority initiatives simultaneously and maintains an ambitious vision for the future of the organization. In this position, you will serve as a legal partner who ensures regulatory compliance and risk mitigation while actively helping to achieve strategic goals.

IN THIS POSITION, THE GENERAL COUNSEL WILL:

- **Provide primary legal advice and guidance to the Executive Director, Board of Directors and staff on public agency compliance as well as federal, state and local laws. Public agency compliance includes but is not limited to Brown Act, California Public Records Act and Conflict of Interest Laws.**
- **Oversee, draft and negotiate a wide array of contracts, agreements, power solicitations and procurement templates.**
- **Attend Board and committee meetings while reviewing agendas, staff reports and structural governance materials.**
- **Direct legal strategies for risk mitigation, internal policies and potential public litigation.**
- **Participate directly in director-level meetings to align legal considerations with operational realities and upcoming initiatives.**
- **Serve as an advocate and liaison with regulatory bodies and state associations like CalCCA.**
- **Develop, implement and maintain standardized contract templates, legal provisions and standard terms and conditions to establish operational consistency across all departments.**

CLICK HERE TO VIEW THE FULL JOB DESCRIPTION.

Our Ideal Candidate

The ideal General Counsel combines deep public sector law expertise, regulatory and administrative expertise and integrity. The successful candidate must be a versatile self-starter who finds fulfillment in doing both high-level strategy and hands-on administrative work.

KEY TRAITS FOR SUCCESS

- Able to process complex information quickly and thrive in a fast-paced environment alongside the Executive Director.
- Passionate about environmental sustainability and regional public service, and personally invested in advancing clean energy initiatives.
- Skilled at building trust across all organizational levels by translating intricate legal and regulatory frameworks into clear, practical guidance.
- Deeply experienced in municipal or government frameworks with a strong willingness to master energy sector procurement nuances.
- Excellent at balancing legal risk and protecting organizational transparency while maintaining the operational flexibility needed to achieve ambitious goals.
- Willing to execute all tiers of legal support seamlessly, balancing high-level executive strategic counsel with day-to-day administrative tasks.
- Skilled at managing cross-departmental dynamics while effectively organizing, scheduling and tracking multiple complex legal assignments simultaneously.

Qualifications

EDUCATION & EXPERIENCE

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

- Equivalent to a Juris Doctor (J.D.) from an accredited law school.
- Must be admitted to practice law in the State of California.
- 10 years of legal experience with at least 3-5 years of public agency legal experience.

LICENSES & CERTIFICATIONS

- Current member in good standing with the California State Bar Association.
- Possession of a valid California Driver's License or evidence of equivalent mobility, to be maintained throughout employment.

CLICK HERE TO VIEW THE FULL JOB DESCRIPTION.

Living in Humboldt County

Located amid towering redwoods on California's North Coast, Humboldt County is a nature-lover's paradise and a haven for environmental advocates. In Humboldt, you can start your day hiking among California's Redwoods and end it with an evening at the beach. It is home to a robust outdoor community that enjoys mountain biking, paddle boarding, hiking, camping and more. Off the beaten path, Humboldt County offers stunning scenery and a slower pace of life.

FUN FACT

Among 160,000 acres of beauty, Redwood National Park is home to the world's tallest tree, Hyperion.

The annual salary range for the General Counsel is **$162,643.81 - $252,313.94**.

GENERAL COUNSEL COMPENSATION AND BENEFITS

- **WORK SCHEDULE:** Employees enjoy a 34-hour standard workweek consisting of four 8.5-hour days.
- **MEDICAL BENEFITS:** RCEA provides comprehensive employer-paid medical, dental and vision insurance. The agency pays 100 percent of the monthly premium for single coverage and maintains a 50 percent premium share for two-party and family dependents.
- **HOLIDAYS:** Employees receive 12 annual paid holidays.
- **RETIREMENT PLANS:** The agency provides a $4,000 annual employer contribution to a 401(a) plan along with an employee matching structure of up to 7%. Access to a 457(b) deferred compensation plan is also provided for supplemental contributions.
- **PAID TIME OFF:** Vacation tracking starts at 12 days per year and paid sick leave accrues at seven hours per month.
- **ADDITIONAL BENEFITS:** The benefits package includes an employer-sponsored Employee Assistance Program alongside a $25,000 life insurance policy.

HOW TO APPLY

To be considered for this position, send your resume and cover letter to Katherine Griffiths at **Talent@TripepiSmith.com**. Position is open until filled.

Candidates may be screened for qualifications following the submission deadline. If you require additional information or have questions, please contact **Katherine Griffiths at 949-272-6123**.

Redwood Coast Energy Authority is committed to a diverse workforce!
RCEA strongly encourages people of color, women and those who identify as LGBTQ to apply.

Equal Employment Opportunity / Employment Eligibility

The Redwood Coast Energy Authority is committed to a diverse workforce and is an equal opportunity employer. RCEA maintains and promotes a policy of nondiscrimination and anti-harassment based on race, religion or religious creed, color, age, sex, gender, sexual orientation, national origin, ancestry, marital status, medical condition, mental or physical disability, military service, or any other classification protected by federal, state, or local laws in its process of recruitment, selection, promotion, or other conditions of employment. Reasonable accommodation may be made in the testing procedure as well as the work site. If you need accommodation for an exam due to a disability, please contact the Human Resources office (hr@redwoodenergy.org, or 707-269-1700 x318). In accordance with the Immigration Reform Act of 1986, RCEA must verify, once an employment offer has been made, that all persons have written proof of their right to work in the United States.