



# COUNTY OF HIDALGO

## Department of Human Resources

Job Title: **ATTORNEY IV**  
Grade: 19

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*The County of Hidalgo Department of Human Resources reserves the right to select candidates considered to be the most highly qualified based on education and experience. The hiring department will interview and select the candidates provided by the Department of Human Resources.*

### **GENERAL DESCRIPTION**

Performs advanced (senior-level) work assisting in the legal advisement to the County's Commissioners' Court and departments. Work involves drafting, reviewing, and revising contract and/or agreements. Works under limited supervision with extensive latitude for the use of initiative and independent judgment.

### **EXAMPLES OF WORK PERFORMED**

Provides legal counsel on contract interpretation and enforcement

Drafts, reviews, revises, and/or negotiates County contracts/agreements which may include County roads, parks and building construction contracts; prepares, reviews, and/or negotiates professional service agreements for architectural, engineering, and consulting services as well as purchase contracts for goods and services and inter-local agreements

May attend Commissioners' Court sessions, open and executive, regarding contracts/agreements and other related civil legal matters as assigned

Provides legal counsel to Court members and other management staff as requested

Provides advice on various general legal questions/ issues posed by the County's Elected Officials, Department Heads, employees and various third parties

Assists various Hidalgo County Departments and personnel by making sound suggestions based on solid legal principles and theories and communicates objectively the pros and cons of such suggestions

Performs related special projects as assigned

Advises on open government matters

May provide written or oral legal advice to County departments, and draft legal instruments or other written materials carrying legal implication

Negotiates with others to settle litigation or other contested matters or to assist in solving problems with legal implications

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Develops knowledge and expertise in applicable area of law to keep pace with constant developments

May represent County and State in legal matters pending before all courts of jurisdiction including Federal District Court

Performs other related work as assigned

### **EDUCATION AND EXPERIENCE**

Juris Doctorate (JD) degree

Licensed to practice law in the State of Texas and be a member in good standing of the State Bar of Texas

Four (4) to seven (7) years of experience as a licensed attorney

Experience in Texas Local Government Code interpretation and knowledge in county contracts

### **CERTIFICATES, LICENSES AND REGISTRATION**

Licensed to practice law in the State of Texas is required

Must have a current valid Texas motor vehicle operator's license

Must be able to be insured by the County's insurance carrier

### **KNOWLEDGE, SKILLS AND ABILITIES**

Knowledge of legal principles, practices, and proceedings; and of laws, regulations, and rules related to the County

Skill in legal research, business writing, grammar, and punctuation, report preparation and analysis

Ability to complete reports and answer routing correspondence

Ability to apply common sense understanding and direct staff in written, oral or diagram form

Ability to communicate effectively with staff and the public

Ability to deal with problems involving several concrete variables in standardized situations

Must have experience in office or related work

Must readily comply with departmental and County-wide policies and procedures

Must have knowledge of computers and spreadsheets

Ability to calculate figures and amounts such as discounts, interest, commissions, proportions, percentages, area, circumference, and volume

Ability to effectively present information and respond to questions from judges, attorneys, County Board members and the general public

Ability to conduct research, to summarize findings, to interpret and apply laws, to use legal reference materials, to communicate effectively, and to train others

Able to handle all stressful situations with an even temperament and work effectively with others in achievement of tasks

Must possess advanced professional level of analytical ability and be very well versed in the art of being diplomatic and tactful in addition to the use of good judgment and common sense

Must be dependable, resourceful, and able to work independently and to maintain strict confidentiality

Must have strong organizational skills and a proven ability to maintain accurate, detailed and confidential records

Strong analytical and communication skills are essential to effectively and objectively advise and/or interact with personnel, external agencies, and outside legal counsel on legal matters

Must possess necessary writing skills at a seasoned level to communicate information and advisement to County Departments and staff

Knowledge of all applicable laws and procedures

Must have knowledge and understanding of Texas statutes and local government code procedures and departmental policies

Work outside of the normal office hours (Monday-Friday 8-5) may be required to meet deadlines and accuracy requirements

Some travel to various County offices and locations may be required

Employee may be assigned other duties in addition to those listed; duties may change according to the changing needs of the County

## **PHYSICAL DEMANDS**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to stand. The employee is occasionally required to walk; sit; use hands to find, handle, or feel objects, tools or controls; reach with hands and arms; climb or balance; stoop and kneel.

The employee must occasionally lift and/or move over twenty-five (25) pounds. Specific vision abilities required by this job include close vision, depth perception, and the ability to adjust focus.

## **WORK ENVIRONMENT**

The work environment characteristics described here are representative of those an employee encounter while performing the essential functions of this job.

The noise level in the work environment is usually moderate.

## **SAFETY REQUIREMENTS**

Maintain physical conditions appropriate to the performance of assigned duties and responsibilities which may include the following:

- sitting for extended periods of time
- standing for extended periods of time

- operating assigned equipment

Maintain mental capacity which permits:

- making sound decisions and using good judgment
- demonstrating intellectual capabilities

Effectively handle a work environment and conditions which involve:

- working closely with others
- working in a multi-task environment

Maintain effective audio-visual discrimination and perception needed for:

- making observations
- reading and writing
- operating assigned equipment
- communication with others
- required to follow the County of Hidalgo Accident Prevention Plan and department's safety regulations