



# COUNTY COUNSEL

Benton County, Oregon

Annual Salary:  
\$157,327 - \$225,978

Location: Corvallis, Oregon



**Benton  
County**  
OREGON

At your service, *every day.*

**Are you a strategic, solutions-oriented legal professional who can provide legal advice across a wide range of municipal topics and guide a growing legal team?** If so, apply to be Benton County's next County Counsel!

We're looking for an exceptional, collaborative legal leader who is:

- Experienced in municipal, public entity, and administrative law
- Skilled in labor, employment, contracts, and land-use advisement
- A strong communicator who builds trust across departments

Benton County is a thriving, innovative community committed to responsible governance—read on to learn more about this opportunity!





# ABOUT THE COMMUNITY

Perfectly placed in the Willamette Valley—90 miles south of Portland and 40 miles north of Eugene—Benton County, Oregon offers the perfect balance of small-town warmth and world-class amenities. Home to Oregon State University, Corvallis serves as the county seat and anchors a thriving economy rooted in higher education, health care, agriculture, and technology.

The community enjoys a reputation for sustainability, outdoor recreation, and civic engagement. Residents hike the Cascade and Coastal ranges, bike along scenic trails, and attend local favorites like the Corvallis Fall Festival and Benton County Fair. Benton County is consistently ranked among Oregon’s healthiest counties and boasts the state’s longest life expectancy.

With a 25–27 biennial budget of \$540.2 million, Benton County continues to invest in transformative capital projects such as the new Courthouse and District Attorney’s Office, Emergency Operations Center, and Downtown Crisis Center—all reflecting its forward-looking vision.



POPULATION  
**97,765**



MEDIAN HOUSEHOLD INCOME  
**\$65,419**



MEDIAN HOME VALUE  
**\$539,842**

AVERAGE MONTHLY RENT:  
**\$1,400**

Chamber



Tourism



# GOVERNANCE & ORGANIZATION

Benton County operates under a home-rule form of government with a three-member Board of Commissioners elected at large to four-year terms. The Board appoints the County Counsel as well as the County Administrator who oversees County Operations. The County provides a wide range of services, including Public Safety, Health Services, Financial Services, Human Resources, and Community Development.



## THE JOB

The Office of County Counsel provides comprehensive legal services to the Board of Commissioners, departments, service districts, advisory boards, and individual employees acting within the scope of their duties. The office manages litigation, advises on policy development, drafts contracts and ordinances, oversees public records and meeting law compliance, and supports countywide risk mitigation.

Reporting to the Board of Commissioners, the new County Counsel will:

- Provide proactive legal guidance across all County functions
- Oversee litigation, appeals, and administrative proceedings
- Draft and review complex contracts, ordinances, and policies
- Support labor negotiations and employment matters
- Lead a growing legal team and strengthen legal service delivery

[Full Job Description](#)



COUNTY COUNSEL TEAM

**3 FTE's**



DEPT. BUDGET

**~\$1.7  
MILLION**

### KEY PRIORITIES

- Evaluate and modernize the legal services delivery model as the County Counsel team expands
- Learn about County operations and establish connections with the Commission and County staff to enhance legal service delivery
- Lead training initiatives for departments and advisory boards
- Strengthen contract management processes and procurement review





## IDEAL CANDIDATE

- **Dynamic Legal Expertise** - Substantial experience in municipal law with the ability to innovate and shape a new legal services delivery model, overseeing specific portfolios and the new Assistant County Counsel position to meet Benton County's evolving needs.
- **Exceptional Communication Skills** - Ability to translate complex legal concepts into actionable guidance for non-attorneys, fostering understanding and collaboration across departments.
- **Strong Relationship Builder** - Demonstrated ability to cultivate trust and open communication with various stakeholders, ensuring a collaborative and supportive work environment.
- **Ethical and Compassionate** - Committed to public service and the well-being of the organization and community, guided by a strong ethical foundation in legal decisions.
- **Problem Solver** - Possesses strong analytical and problem-solving skills, able to address legal challenges proactively and effectively.

## EXPERIENCE & EDUCATION

- Graduation from an accredited law school with a Juris Doctor degree in law;
- Active license to practice law and membership in the Oregon State Bar at the time of appointment and remain in good standing;
- Seven (7) years of progressively responsible experience in a comparable legal environment with at least three (3) years of municipal, local or state government law experience (preference given to municipal or local government law experience);
- Two (2) to three (3) years supervising professional level staff;
- Must possess a valid driver's license and pass criminal background as well as Criminal Justice Information Services (CJIS) background checks.



## SALARY & BENEFITS

**Compensation:** The annual salary range for this position is \$157,327 - \$225,978 with starting salary dependent upon experience and qualifications.

**Retirement:** Following six months of employment, Benton County contributes 6% toward Oregon PERS and 3% toward a 457(b) Deferred Compensation program.

**Health Benefits:** County-paid premium for Medical, Dental, and Vision coverage under a Consumer Driven Health Plan with HSA contribution.

**Paid Leave:** 11 paid holidays annually, plus vacation, sick, and personal leave.

**Flexible/Hybrid Work Schedule:** County policy currently allows for up to 50% remote work depending on operational needs for coverage following initial employment period. Due to the nature of the work performed, the County Counsel position participates in certain activities such as County Commission meetings, etc.

**Relocation Assistance:** Negotiable

### Additional Perks:

- **Additional Paid Personal Leave** – 64 hours and 2 floating holidays per year.
- **Additional Coverage** - 100% employer paid AD&D, Life and Long-Term Disability.

**Wellness Benefit:** Award-winning wellness program that provides incentives and employee discounts to a variety of local gyms and fitness programs.

## HOW TO APPLY

Apply Here



For more information, contact:

**Lynn Barboza, Senior Vice President**

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*Regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, marital status, veteran status, disability, or age, Oregon employers must offer compensation to successful candidates that is equivalent to other employees with the same level of experience and education that are performing comparable work (including wages, bonuses, benefits, and more).*