



CITY ATTORNEY

Salary Range:

\$97,882 - \$151,747 DOE/DOQ

City of Alamogordo
New Mexico



Are you an ethical and collaborative municipal attorney who can advise elected officials, oversee municipal legal operations, and provide strategic legal guidance in a fast-paced local government environment? If so, apply to be the City of Alamogordo's next City Attorney!

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

- Skilled in municipal law, employment law, litigation, and legal risk management
- Comfortable advising elected officials, executive leadership, and department directors
- An effective communicator with strong writing, negotiation, and courtroom skills

Alamogordo offers big-city amenities with a welcoming small-town atmosphere — read on to learn more about this opportunity!

Executive Recruitment Provided by



ABOUT THE COMMUNITY

Alamogordo is a vibrant and scenic community of approximately 32,000 residents located in southern New Mexico and often referred to as the “Gateway to White Sands National Park.” Nestled between the Sacramento Mountains and White Sands National Park, the community offers a unique blend of outdoor recreation, natural beauty, and small-town charm.

Residents enjoy access to hiking, biking, skiing, golfing, camping, and sightseeing throughout the year thanks to the area’s mild climate and proximity to mountain destinations such as Cloudcroft and Ruidoso. Alamogordo is also conveniently located within 60–90 minutes of Las Cruces and El Paso, providing residents with access to larger metropolitan amenities while maintaining a close-knit community feel.

GOVERNANCE & ORGANIZATION

The City of Alamogordo operates under a Commission–City Manager form of government. The Mayor is elected at-large for a four-year term, and the City Commission consists of six district-elected commissioners serving staggered four-year terms.

The City provides a full range of municipal services including:

- Public Safety
- Public Works and Utilities
- Parks, Recreation, and Community Services
- Legal and Administrative Services

The City employs approximately 300–375 employees and operates with a collaborative and service-driven organizational culture.

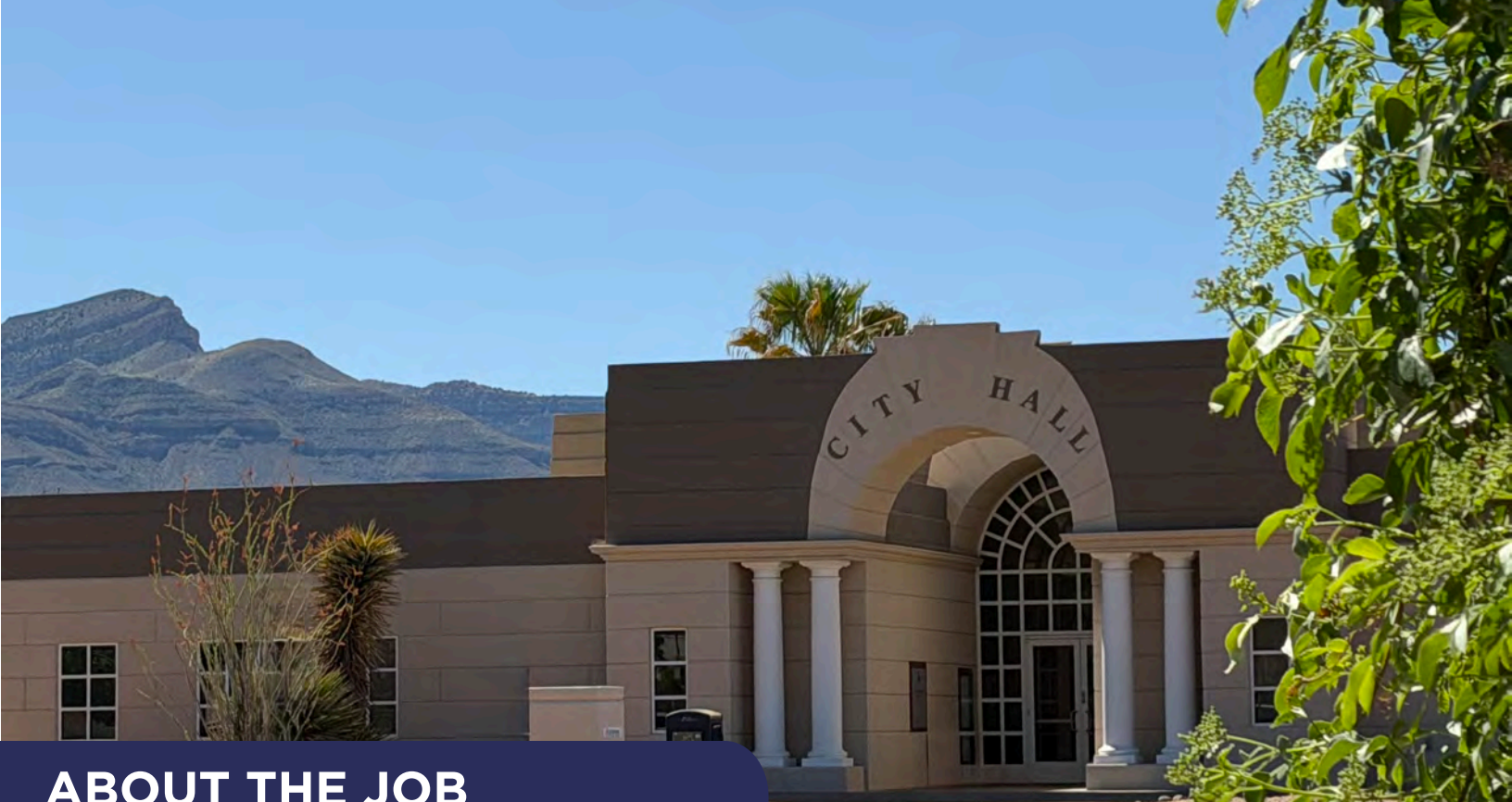


Tourism



History





ABOUT THE JOB

The City Attorney's Office provides legal counsel and representation to the City Commission, City Manager, boards and commissions, and all municipal departments. The department oversees prosecution of municipal ordinance violations, public records compliance, contracts, litigation coordination, employment matters, and legal risk management.

Reporting to the City Manager, the new City Attorney will:

- Serve as legal advisor to the Mayor, City Commission, City Manager, and City departments
- Oversee municipal court prosecutions and supervise legal staff
- Draft and review contracts, ordinances, resolutions, and legal documents
- Represent the City in litigation, negotiations, and administrative proceedings
- Direct the operations, personnel, and budget of the City Attorney's Office

[FULL JOB DESCRIPTION](#)



DEPARTMENT STRUCTURE

Divisions within the department:

- City Attorney
- Assistant City Attorney
- Paralegal Support Staff
- Contracted Specialized Legal Counsel

ORGANIZATION QUICKFACTS



FULL-TIME STAFF MEMBERS

4



DEPARTMENT BUDGET

\$606,759

FY2026

KEY PROJECTS FOR 2026-2027

- Transitioning municipal court prosecutions to in-house legal staff
- Supporting public records and IPRA compliance efforts
- Managing complex contracts, ordinance drafting, and intergovernmental agreements
- Enhancing legal support and risk management services for City departments and City Commission initiatives
- Supporting ongoing economic development, land use, and procurement matters

IDEAL CANDIDATE

The ideal candidate will be an ethical, decisive, and collaborative municipal attorney with substantial experience in local government law, litigation, employment law, and legal risk management. The successful candidate will demonstrate strong interpersonal and communication skills and the ability to work effectively with elected officials, executive leadership, department directors, staff, and the public.

The next City Attorney will possess exceptional legal research, writing, negotiation, and courtroom abilities, along with the capacity to manage complex legal matters and multiple priorities in a fast-paced environment. The City seeks a strategic problem solver who values transparency, professionalism, accountability, and public service. Experience with municipal prosecution, public records compliance, contracts, procurement, land use, development agreements, and intergovernmental relations is highly desirable.

The successful candidate should also be a strong mentor and collaborative leader capable of empowering staff while maintaining a high-performing and service-oriented legal office.



EXPERIENCE & QUALIFICATIONS

Required:

- Juris Doctor degree from an accredited law school
- Five (5) years of experience as a practicing attorney
- Five (5) years of supervisory experience
- Prosecution experience
- Must be bondable
- Licensed to practice law in New Mexico, or ability to obtain licensure within six months
- Member in good standing with the Bar Association
- Valid driver's license with acceptable driving record

Preferred:

- Municipal law experience
- Employment law experience
- Experience advising governmental entities or public agencies
- Strong courtroom, negotiation, and public presentation skills

SALARY & BENEFITS

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Health Benefits: Medical, dental, vision, disability, and life insurance benefits are available. For the City Attorney position, the City pays 100% of employee up to family coverage for medical and dental insurance. The City also provides a \$50,000 Basic Life Insurance policy at no cost to the employee.

Paid Leave: Approximately 21.5 days of leave annually plus 10 paid holidays and one floating holiday

Retirement: Participation in applicable retirement and Social Security programs. Deferred Compensation 457(b): Employees who elect less than the fully City-paid family medical and dental coverage may have the resulting savings contributed to a deferred compensation account administered by Voya Financial.

Additional Perks: Flexible scheduling at department discretion, City-provided cell phone and laptop, professional development opportunities, and potential relocation assistance of approximately \$3,500-\$5,000

The City of Alamogordo values work-life balance and fosters a collaborative and supportive workplace culture.



HOW TO APPLY

Apply Here



For more information on this position, contact:

Michael D. Mallinoff, Esq.

Senior Vice President, Executive Recruitment

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City of
ALAMOGORDO

The City of Alamogordo is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check and pre-employment drug test.