



U.S. Senate  
Office of the Secretary

## **HUMAN RESOURCES**

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### **VACANCY ANNOUNCEMENT**

**POSITION**

Counsel for Employment

**DEPARTMENT**

Office of the Senate Chief Counsel for Employment

**SALARY RANGE**

\$123,931 - \$192,091

**CONTACT**

Applications for the position must be submitted online; see the link below. If you need an accommodation to submit an application for this position, please contact Human Resources at 202-224-3625 or stop by the Human Resources office at SH231B.

**FEDERAL RELAY SERVICE**

Speech/Hearing impaired persons may contact the Federal Relay Service at 1-800-877-8339 TTY

**POSTING DATE**

March 31, 2022

**DEADLINE FOR APPLICATIONS**

OPEN UNTIL FILLED

The online application can be found in the Employment section of Senate.gov - <https://www.senate.gov/visiting/employment.htm>.

All applicants should complete a Secretary of the Senate Application for Employment and attach a cover letter and current resume to the Human Resources Department at the link listed above. Qualified candidates will be contacted if selected for an interview. Do NOT mail. No phone calls please.

## **VETERANS' PREFERENCE**

Hiring for this position will be governed by the Veterans Employment Opportunity Act of 1998 ("VEOA"), as made applicable by the Congressional Accountability Act of 1995. Pursuant to the VEOA, qualified applicants who are not current employees of the Office of the Secretary of the Senate and who are disabled or who have served on active duty in the Armed Forces during certain specified time periods or in certain military designated campaigns ("veterans") may be eligible to receive a preference over non-veterans in hiring decisions. Family members of veterans may also be eligible to receive a veterans' preference if the veteran cannot claim his or her veterans' preference.

To be eligible for a veterans' preference, applicants must meet all of the requirements set forth in the VEOA and applicable regulations. Those eligibility requirements are summarized in the Application for Veterans' Preference, which may be obtained by visiting:

[https://www.senate.gov/employment/resources/pdf/SOS\\_VeteransPreference.pdf](https://www.senate.gov/employment/resources/pdf/SOS_VeteransPreference.pdf)

**If claiming a veterans' preference, an applicant must indicate that he/she is preference eligible on the application or resume and must submit a completed copy of the Application for Veterans' Preference along with the supporting documentation specified on that form.** If the Office of the Secretary of the Senate does not receive the Application for Veterans' Preference and supporting documentation by the closing date, the applicant's claim for a veterans' preference may be denied.

Applicants may obtain a copy of the Office's Veterans' Preference in Appointments policy by submitting a written request to [resumes@sec.senate.gov](mailto:resumes@sec.senate.gov).

Individuals who are entitled to a veterans' preference are invited to self-identify voluntarily. This information is intended solely for use in connection with the Office of the Secretary of the Senate's obligations and efforts to provide veterans' preference to preference-eligible applicants in accordance with the VEOA. An applicant's status as a disabled veteran and any information regarding an applicant's disability, including the applicant's medical condition and history, will be kept confidential and will be collected, maintained and used in accordance with the Americans with Disabilities Act of 1990, as made applicable by section 102(a)(3) of the CAA, 2 U.S.C. §1302(a)(3). An applicant who declines to self-identify as a disabled veteran and/or to provide information and documentation regarding his/her disabled veteran's status will not be subjected to an adverse employment action, but the individual may be ruled ineligible for a veterans' preference.

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**COUNSEL FOR EMPLOYMENT**

**Department:** Office of the Senate Chief Counsel for Employment

**Reports to:** Senate Chief Counsel for Employment; Deputy Chief Counsel for Employment; and Senior Counsel for Employment

**NATURE OF WORK**

This is professional work in the Office of the Senate Chief Counsel for Employment. Serve as defense attorney in labor and employment law matters to offices of Senators, the Vice President, Senate Committees, Senate Officers, and other employing offices. Work entails litigating cases as second chair in trial and appellate courts and at administrative hearings; advising clients of their legal obligations; doing legal research and writing; and giving employment law seminars to offices of Senators, Committees, and Officers. Work requires high-level thinking in the application of law to facts and requires the use of independent judgment. Work is bound by Secretary of the Senate policies and procedures; the *U.S. Senate Handbook*; and the *Senate Ethics Manual*, but requires independent judgement in setting priorities and handling assignments.

**ESSENTIAL FUNCTIONS**

Under supervision of the Chief, Deputy Chief, and/or Senior Counsel, defend offices of Senators, the Office of the Vice President, Senate Committees, and other Senate employing offices throughout the country in employment law cases from the inception of the case through final appeal.

Research complex legal issues and write accurate, persuasive legal memoranda and briefs.

Conduct discovery, argue motions, assist in preparing for and trying cases, assist in preparing Circuit Court and Supreme Court arguments, and argue cases before courts and administrative officers.

Provide legal advice to Office of the Vice President, Senators, Chiefs of Staff, Staff Directors, Administrative Directors, Senate Officers, and other Senate managers regarding employment law issues.

Maintain current, accurate knowledge of all employment law cases and statutes.

Develop, prepare, and conduct seminars regarding employment-related legal issues; prepare and present oral and written reference materials and audio-visual materials for seminar participants.

Prepare legal newsletters, memoranda, policies, and forms to keep clients informed of and in compliance with existing laws.

Maintain current knowledge of the Office of the Senate Chief Counsel for Employment Emergency Action Plan (EAP) and Continuity of Operations (COOP) plan; participate in periodic exercises and drills.

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*The statements contained herein reflect general details necessary to describe the principal functions of this class, knowledge, and skill typically required, and the physical demands and working conditions, but should not be considered an all-inclusive listing of work requirements.*



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Perform other duties as assigned.

**PHYSICAL DEMANDS AND WORKING ENVIRONMENT**

Work is performed in an office environment with exposure to everyday risks and discomforts, and requires the use of normal safety precautions. Work is performed in an office environment and requires the use of normal safety precautions to avoid everyday risks and discomforts. Work requires frequent walking, standing, bending, and carrying items up to 25 pounds, as well as regular use of typical office equipment, software programs, and methods of communication such as a computer, email, telephone, photocopier, and fax machine. Regular, predictable, and punctual attendance is required for performance of duties. Work also requires physical presence in the office, except as otherwise required by the Office of the Secretary.

**MINIMUM QUALIFICATIONS**

Work requires a Juris Doctorate degree and a minimum of two years of experience defending employment claims and advising employers regarding compliance with federal and state employment laws. Work requires the following knowledge, skills, and abilities:

Knowledge of federal employment laws, labor laws, constitutional law, and rules of court.

Basic knowledge of the Senate as an institution preferred.

Ability to research and analyze complex legal issues.

Ability to provide accurate legal advice and to exercise independent judgment in defending clients at trial-court and appellate-court levels, and at the Supreme Court.

Ability to establish and maintain effective working relationships with clients.

Ability to exercise independent judgment in determining and implementing the client's best defense strategy in lawsuits.

Ability to professionally handle confidential/sensitive matters and materials.

Ability to concentrate for long periods of time and to pay careful attention to detail.

Ability to communicate effectively, both orally and in writing, on a one-on-one basis, to large groups, and before courts.

Ability to work extended and unscheduled hours as dictated by workload.

Knowledge of modern legal practices and research resources, including LEXIS and/or WESTLAW.

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Knowledge of and experience using electronic discovery platforms.

Ability to operate a computer and utilize applicable software programs.

**LICENSES, CERTIFICATIONS, AND OTHER REQUIREMENTS**

Licensed and in good active standing to practice law from a state or territory of the United States or the District of Columbia.

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