

Iowa Department of Administrative Services – Human Resources Enterprise
Job Classification Description

Attorney 2

Definition

Performs journey-level professional legal work and counsels/represents a state agency on legal matters; performs related work as required.

The work examples and competencies listed below are for illustrative purposes only and not intended to be the primary basis for position classification decisions.

Work Examples

Researches laws, legal opinions, policies, regulations, legal texts, and precedents cases; drafts letters, memos, opinions, legislative reports, contracts, complaints, orders to show cause, indictments, preliminary motions, supporting affidavits, and briefs for case filings.

Prepares pleadings, motions, and interrogatories in connection with cases in litigation; examines formal filings for legal sufficiency and full disclosure required by statutes, rules, and regulations.

Conducts pre-trial examinations of witnesses and participates in pre-trial and pre-hearing conferences; interviews/selects witnesses and prepares them to give testimony; conducts direct examination of witnesses and cross-examines witnesses in court cases or administrative proceedings.

Conducts investigations of administrative proceedings and prepares reports, exhibits, and legal memoranda from the records and hearings, outlining the factual and legal issues, and recommending disposition of a case for consideration by quasi-judicial officers.

Comments on and/or drafts proposed legislation or changes in agency rules, regulations, policies, and procedures; examines petitions, claims, and charges brought against the agency and negotiates/recommends settlement.

Prepares and/or presents the agency's case in administrative hearings, court, charges, show cause orders, complaints, briefs, motions and other documents preparatory or incidental to the trial of a case.

Serves as the specialist on a single program or a major phase of several programs/activities for which specialized technical knowledge is required.

Competencies Required

Knowledge:

- Law and Government – Laws, legal codes, court procedures, precedents, government regulations, executive orders, agency rules, and the democratic political process.
- English Language – The structure and content of the English language, including the meaning and spelling of words, rules of composition, and grammar.
- Personnel and Human Resources – Principles and procedures for personnel recruitment, selection, training, compensation and benefits, labor relations and negotiation, and personnel information systems.

- Customer Service – Principles and processes for providing customer services, including customer needs assessment, meeting quality standards for services, and evaluating customer satisfaction.

Abilities:

- Law and Government – Understand and adhere to applicable laws, legal codes, administrative rules, and regulations.
- Oral Comprehension – Listen to and understand information and ideas presented through spoken words and sentences.
- Oral Expression – Communicate information and ideas in speaking so others will understand.
- Written Expression – Communicate information and ideas in writing so others will understand.
- Written Comprehension – Read and understand information and ideas presented in writing.
- Deductive Reasoning – Apply general rules to specific problems to produce answers that make sense.
- Inductive Reasoning – Combine pieces of information to form general rules or conclusions.

Skills:

- Active Listening – Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
- Critical Thinking – Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
- Reading Comprehension – Understanding written sentences and paragraphs in work related documents.
- Writing – Communicating effectively in writing as appropriate for the needs of the audience.
- Negotiation – Bringing others together and trying to reconcile differences.
- Persuasion – Persuading others to change their minds or behavior.
- Active Learning – Understanding the implications of new information for both current and future problem-solving and decision-making.
- Judgment and Decision Making – Considering the relative costs and benefits of potential actions to choose the most appropriate one.
- Service Orientation – Actively looking for ways to help people.

Minimum Qualification Requirements

Applicants must meet at least one of the following minimum requirements to qualify for positions in this job classification:

- 1) Graduation from an accredited school of law, and experience equal to two years of full-time work in the practice of law; not including experience as a law clerk.
- 2) Current, continuous experience in the state executive branch that includes eighteen months of full-time work with the employing agency in the practice of law; not including experience as a law clerk.

Notes

Within a period of time after hire, as determined by the appointing authority, employees in this class may be required to be admitted to the Iowa State Bar if required at the time of appointment.

Effective date: 02/2018 KJ