



COUNTY OF LOS ANGELES

CAREER OPPORTUNITY

ETHICS COMPLIANCE OFFICER

Filing Period:

Now Open until the needs are met.

Annual Salary:

\$223,394.40 to 347,424.12

Open to all interested and qualified candidates.

THE COUNTY OF LOS ANGELES

The County of Los Angeles serves a demographically and geographically diverse population of more than 10 million residents. Employing over 100,000 employees in 39 departments who work in roles as broad as law, civil engineering, public safety, healthcare, and human services, the County operates with an annual budget of over \$50.3 billion for the fiscal year 2025-2026.

The County is a Fair Chance employer, committed to diversity and inclusiveness in our workforce. It is a culturally diverse economic and cultural hub, driving major elements of the national and world economies. It is the center for the arts, media, and entertainment – unlike anywhere else.

OFFICE OF ETHICS COMPLIANCE

The Office of Ethics Compliance was established as part of the governance reforms approved by Los Angeles County voters through Measure G in 2024. Measure G called for the creation of an independent Ethics Commission and an Office of Ethics Compliance to support the Commission's work. Following recommendations from the Governance Reform Task Force and community input, the Board of Supervisors approved a framework to establish both in May 2026.

The Office promotes ethical conduct, transparency, and accountability in County government. It supports the Ethics Commission in carrying out its responsibilities and helps County officials and employees understand and meet applicable ethics requirements through guidance, education, and compliance support. Through this work, the Office contributes to a culture of integrity and public trust in County service.

ETHICS COMMISSION

Los Angeles County's independent Ethics Commission was created as part of Measure G, the governance reform measure approved by County voters in November 2024. Measure G called for an independent body to strengthen ethics and accountability in County government. Following recommendations from the Governance Reform Task Force and community input, the Board of Supervisors approved a framework for the Commission in May 2026. The Commission's responsibilities include investigating misconduct by County officials, enforcing ethics laws, recommending updates to the County Code, and developing public data resources on government ethics, including lobbying activity.

ETHICS COMPLIANCE OFFICER

The County of Los Angeles is seeking an inaugural Ethics Compliance Officer to lead its new Office of Ethics Compliance, established under a voter-approved charter amendment. The Officer will report to and receive direction from the independent Ethics Commission and will build and lead a multidisciplinary team of approximately 55 to 60 staff. The Office will support the Commission's countywide oversight of campaign finance, lobbying, conflicts of interest, and governmental ethics laws.

This is a rare opportunity to establish a new office with significant independence and countywide reach. The Ethics Compliance Officer will develop the Office's strategy, programs, policies, and operations; provide leadership on complex and sensitive matters; and promote fairness, openness, honesty, and integrity across County government. The Office's work will touch County departments and serve over 10 million residents.



KEY RESPONSIBILITIES

- Lead the Office of Ethics Compliance, including hiring, training, supervising, and evaluating a multidisciplinary team responsible for investigations, audits, training, and policy.
- Report to and receive direction from the Ethics Commission; plan and manage the Commission's public meetings in coordination with the Commission President.
- Develop, implement, and maintain a comprehensive countywide ethics and compliance program consistent with applicable laws and best practices.
- Direct investigations, audits, and enforcement activities involving campaign finance, lobbying, conflicts of interest, and governmental ethics laws within the Commission's jurisdiction.
- Advise the Ethics Commission, Board of Supervisors, and County leadership on the Political Reform Act, applicable Government Code provisions, and County ordinances; oversee the preparation of advice and opinions.
- Oversee disclosure filings, including Statements of Economic Interests (Form 700), and the review of financial interests.
- Establish and manage confidential reporting channels, including an ethics hotline and whistleblower program.
- Conduct ethics risk assessments and develop policies, procedures, and standards to prevent misconduct.
- Design and deliver ethics training for County employees, managers, elected officials, and contractors, as well as campaign finance and lobbying training for candidates, committees, and lobbyists.
- Manage the Office's budget and fiscal controls, and advocate for the resources needed to carry out its responsibilities.
- Partner with County Counsel, the Auditor-Controller, Human Resources, and external oversight agencies; prepare reports and briefings for the Commission and Board of Supervisors.
- Monitor changes in applicable laws and lead outreach to strengthen a culture of ethics and integrity across the County.

MINIMUM REQUIREMENTS

A bachelor's degree from an accredited college or university and progressively responsible experience in ethics compliance, public integrity oversight, investigations, or regulatory enforcement. Qualifying experience must include leading an ethics or compliance program or conducting complex investigations involving ethics, fraud, or misconduct.

LICENSE/CERTIFICATE:

A valid California "Class C" driver license or ability to utilize an alternative method of transportation when needed to carry out essential job related functions.

DESIRABLE QUALIFICATIONS

Top candidates for this position must have a successful and verifiable career history by demonstrating some or all of the following:

- A Master's degree or Juris Doctor (JD).
- Experience in a large, complex public-sector organization.
- A record of leading multidisciplinary teams, setting organizational strategy, and driving change.
- Strong executive communication skills, including the ability to present effectively to commissions, elected officials, and the public.
- Sound judgment and the highest degree of discretion in handling sensitive and confidential matters.
- A professional certification such as Certified Compliance & Ethics Professional (CCEP), Certified Fraud Examiner (CFE), or Certified Internal Auditor (CIA).

COMPENSATION AND BENEFITS

Annual Salary: \$223,394.40 to 347,424.12

Starting annual salary will be dependent on the candidate's qualifications and career accomplishments. This at-will, unclassified position is subject to the provisions of the County's Management Appraisal and Performance Plan (MAPP) and is compensated at the MAPP Range of R18.

The County provides an excellent benefits package that allows employees to choose benefits that meet their specific needs.

The package includes:

Retirement Plan - New appointees will participate in a contributory defined benefit plan.

Cafeteria Benefit Plan - The County funds its cafeteria plan using tax-free contribution of an additional 19% of the employee's monthly salary.

Flexible Spending Accounts - In addition to tax-free medical and dependent care spending accounts, the County contributes \$100 per month to an employee's dependent care spending account.

Savings Plan - 401(k) - Optional tax-deferred income plan that may include a County matching contribution up to 4% of employee's salary.

Deferred Compensation Plan - 457(b) - Optional tax-deferred income plan that may include a County matching contribution up to 4% of employee's salary.

Holidays - Thirteen (13) paid days per year.

Split Dollar Life Insurance

Transportation Allowance

HOW TO APPLY

This position is open and will remain open until needs are met.

Interested candidates should submit resumes to:

Steve Harrison, Partner
Conselium Compliance Search
steve@conselium.com

Please include "Ethics Compliance Officer – County of Los Angeles" in the subject line.

This position will remain open until filled; candidates are encouraged to apply as soon as possible, as applications will be reviewed on a rolling basis.

Application materials should clearly demonstrate how the candidate meets the minimum requirements and desirable qualifications of this announcement.

For confidential inquiries, please contact Steve Harrison directly at the email above.

An Equal Opportunity/ADA Employer

