



Chief Legal Officer

Police and Firemen's Retirement System of New Jersey (PFRSNJ)

Email resume and inquiries
in confidence to: PRM Consulting Group
clo_pfrsnj@prmconsulting.com

ROLE: Executive Level | Full-time | Trenton, New Jersey

COMPENSATION: \$225,000 – \$250,000 annually

The Chief Legal Officer must be a high performing professional with broad experience and proven knowledge of the management skills required to effectively perform the role as outlined. As such, the compensation plan for this individual will be commensurate with the skills required of the position and will be negotiated to attract exceptional candidates.

The position offers a comprehensive State of New Jersey benefits package.

RESPONSIBILITIES:

The Chief Legal Officer serves as the principal legal advisor to the Board of Trustees and Executive Director, providing strategic counsel across all legal and fiduciary matters affecting the System. The CLO directs and coordinates the full scope of the System's legal function, ensuring alignment with fiduciary obligations and Chapter 55 governance requirements. This includes authoritative interpretation of pension statutes, governance authority, ethics standards, procurement requirements, and compliance frameworks.

The CLO oversees all litigation involving the System — including administrative hearings, trial-level matters, and appellate proceedings — and manages engagement, strategy, and performance of outside counsel in coordination with the Office of the Attorney General. The role also leads legislative and regulatory drafting efforts impacting public retirement systems and establishes internal legal precedents through formal opinions and advisory guidance.

In addition, the Chief Legal Officer supervises Board Counsel and the Ethics Officer to ensure statutory compliance, governance integrity, and independence. The position maintains oversight of OPRA compliance, State ethics obligations, legal risk management, document retention, and internal controls to safeguard the System's public accountability and fiduciary mission.

ESSENTIAL FUNCTIONS:

We seek a strategic legal leader committed to the fiduciary mission of the Police and Firemen's Retirement System of New Jersey. While no one candidate will possess every qualification, the successful Chief Legal Officer will bring significant experience in public pension law, governance, legislative strategy, and complex litigation, along with the judgment, independence, and executive presence required to advise the Board of Trustees on high-impact and precedent-setting matters.

- Interpret and apply complex pension benefit statutes and regulations, including disability retirement, service credit, eligibility determinations, forfeiture, and benefit appeals.
- Advise on matters involving public labor unions, collective bargaining agreements, arbitration awards, and labor-management disputes impacting retirement benefits.
- Draft formal legal opinions, position papers, and internal precedents guiding pension administration.
- Lead regulatory drafting and implementation under the New Jersey Administrative Procedure Act.
- Analyze proposed and enacted legislation for fiscal, legal, and operational impact.
- Direct appellate advocacy and supervise briefing in constitutional, statutory, and regulatory matters.

- Provide governance guidance to the Board, including fiduciary duties, executive session issues, conflicts of interest, and ethics enforcement.
- Evaluate litigation risk, settlement authority, and strategic legal exposure.
- Preserve attorney-client privilege and ensure appropriate coordination between internal and external legal resources.

MINIMUM QUALIFICATIONS

Education

- Juris Doctor (J.D.) from an accredited law school.

Experience

- Minimum of twelve (12) years of progressively responsible legal experience, including:
 - Public pension or retirement system law
 - Public labor relations and union-related matters
 - Legislative and regulatory drafting
 - Complex litigation and appellate advocacy

Certification/Licensure

- Admission to practice law in the State of New Jersey.

Preferred Experience

- Preferred experience includes representation of a public pension fund or governmental entity, supervision of legal professionals or ethics functions, and demonstrated experience in high-profile public retirement system litigation.

Foreign Degrees:

Degrees and/or transcripts issued by a college or university outside of the United States must be evaluated for accreditation by a reputable evaluation service at your expense and must be included in your application submission by the closing date.

Residency:

In accordance with the New Jersey First Act, P.L. 2011, c.70, requires all employees to reside in the State of New Jersey, unless otherwise exempted under the law. If you do not live in New Jersey, you have one year from the date of appointment to relocate and maintain residence in New Jersey. For more information, visit: <https://nj.gov/labor/lwdhome/njfirst/NJFirst.html>.

Work Authorization:

Selected candidates must be authorized to work within the United States in accordance with United States Citizenship and Immigration Services and the Department of Homeland Security regulations.

The State of New Jersey does not permit nor provide sponsorships. Individuals on student visas such as F1, J1, CPT, OPT, CPT, and H1B visas are not eligible for employment.

PFRSNJ is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, status as a protected veteran, or any other status protected by applicable federal law. This posting is an announcement of a vacant position under recruitment. It is not intended to replace the official job description. Job descriptions are available upon confirmation of an interview.