An Equal Opportunity/Affirmative Action Employer

Announcement of Intention to Fill a Job Vacancy

Senior Attorney, M-1
(Position may be filled at the Trainee level)

Location: Albany or New York City **Business Unit: Human Resource Management**

Negotiating Unit: Management Confidential (MC)

Please note that a change in negotiating unit may affect your salary, insurance and other benefits.

Salary: $97,874-$123,715 (M-1 Level)
$86,256 (Grade NS-22)
$77,670 (Grade NS-20)
$70,139 (Grade NS-18)

Positions located within the New York City metropolitan area, as well as Suffolk, Nassau, Rockland, and Westchester Counties, are also eligible to receive an additional $4,150 annual downstate adjustment.

Appointment Status: Permanent

The New York State Department of Financial Services seeks to build an equitable, transparent, and resilient financial system that benefits individuals and supports business. Through engagement, data-driven regulation and policy, and operational excellence, the Department and its employees are responsible for empowering consumers and protecting them from financial harm; ensuring the health of the entities we regulate; driving economic growth in New York through responsible innovation; and preserving the stability of the global financial system.

The Department of Financial Services is seeking candidates for the position Senior Attorney (Labor Relations) in the Human Resources Management. Duties include, but are not limited to, the following:

- Handles time-sensitive labor relations and human resources matters, including employee discipline, investigations, administrative agency charges, and eDiscovery;
- Monitors all pending human resources actions and advises agency leadership on legal aspects of labor relations within DFS;
- Represents the agency at hearings, arbitrations, and review proceedings;
- Coordinates with the NYS Office of Employee Relations as needed and advises agency leadership as appropriate;
- Conducts legal research and prepares legal memoranda with opinions, citations, and legal precedents in support of relevant activities;
- Assists the General Counsel in conducting confidential investigations and implementing uniform policies with respect to labor relations, telecommuting, and related requests;
- Confers with administrators or outside parties to recommend legal action in order to mediate, negotiate, or settle legal issues;
- Provides advice and consultation to supervisors and managers to ensure proper interpretation and administration of contract provisions and avoid misunderstandings that may lead to employee dissatisfaction and grievances;
- Assists with the preparation of arbitration matters relating to employee discipline or discrimination matters pending with the NYS Division of Human Rights;
- Recommends changes in human resources rules, regulations, and policy statements to respond to new legislation, court decisions and requests for changes; and

- Supervises one or more labor relations and/or administrative staff as needed.

Appointment Method:

Minimum Qualifications:
Senior Attorney, M-1: One year as an Assistant Attorney 3 or admission to the NYS Bar and two years of subsequent professional legal experience. **Assistant Attorney 3, SG-22**: One year as Assistant Attorney 2 or admission to the NYS Bar and one year of subsequent professional legal experience. **Assistant Attorney 2, SG-20**: Admission to NYS Bar. **Assistant Attorney 1, SG-18**: Law School Graduation (or other eligibility to take the NYS Bar Examination). Note: If you are appointed as an Assistant Attorney 1, you will be automatically advanced to Assistant Attorney 2 upon admission to the New York State Bar. If you are not admitted to the New York State Bar within two years of appointment, your appointment will be terminated.

The Traineeship: If you are appointed to one of the entry levels of the Attorney Traineeship, you will normally be advanced after each twelve months of satisfactory service to the next higher title (with salary based on performance) until you reach the full performance level of a Senior Attorney. If your final performance evaluation as an Assistant Attorney 2, and your six-month performance evaluation as an Assistant Attorney 3 are rated outstanding, you may be eligible for early advancement to Senior Attorney, reducing your traineeship by six months. All service during the traineeship will be in probationary status. Performance will be evaluated every six months against established standards set by the individual agencies which reflect a timetable for gaining the knowledge and skills necessary so that appointees are able to function at the Senior Attorney level at the completion of the traineeship.

NY HELPS: This title is part of the New York Hiring for Emergency Limited Placement Statewide Program (NY HELPS).

For the duration of the NY HELPS Program, this title maybe filled via a non-competitive appointment, which means no examination is required but all candidates must meet the minimum qualifications of the title for which they apply (see minimum qualifications above). At this time, agencies may recruit and hire employees by making permanent non-competitive appointments.

At a future date (within one year of appointment), it is expected employees hired under NY HELPS will have their non-competitive employment status converted to competitive status, without having to compete in an examination. Employees will then be afforded with all of the same rights and privileges of competitive class employees of New York State. While serving permanently in a NY HELPS title, employees may take part in any promotion examination for which they are qualified.

List Appointment: Candidates must be reachable on the Civil Service eligible list for 20-620010.

55 b/c Appointment: Candidates must meet the eligibility requirements of the Governor's Program to Hire Individuals and Veterans with Disabilities as described in Civil Service Law § 55b/c. Information about this program can be found here: https://www.cs.ny.gov/rp55/

Transfer: Candidates must have one year of permanent competitive service in a title eligible for transfer via Section 70.1 or 52.6 of the Civil Service Law. Information regarding transfer eligibility may be available on the Civil Service Career Mobility Office website at http://careermobilityoffice.cs.ny.gov/cmo/.

Please Note that under Civil Service Law, an employee cannot have two consecutive upward 70.1 or 52.6 transfers without an intervening eligible list appointment if such transfers would exceed two salary grades.

To Apply: Interested qualified candidates must submit a resume and letter of interest **no later than November 30, 2026** to the email address listed below. Please include the Box # **(Box-SA-HRM)** in the subject line of your email to ensure receipt of your application. **Email submissions are preferred.**

Please be advised that the New York State Department of Financial Services does not offer sponsorship for employment visas.

Christoher Barr
Box-SA-HRM
New York State Department of Financial Services
Office of Human Resources Management
One Commerce Plaza, Suite 301
Albany, NY 12257
Email: Recruitment@dfs.ny.gov
Fax: (518) 402-5071
All candidates that apply may not be scheduled for an interviews

Public Service Loan Forgiveness

Employment with New York State qualifies an individual for Public Service Loan Forgiveness (PSLF). This program forgives the remaining balance on any Direct Student Loans after you have made 120 qualifying monthly payments while working full-time for a U.S. federal, state, local, or tribal government or not-for-profit organization. To learn more about the program and whether you would qualify, please visit: https://studentaid.gov/manage-loans/forgiveness-cancellation/public-service

AMERICANS WITH DISABILITIES ACT: REASONABLE ACCOMMODATIONS

Under the Americans with Disabilities Act (ADA), the Department of Financial Services is required to provide reasonable accommodation for known physical or mental limitations of an otherwise qualified applicant with a disability if an accommodation would enable the applicant to perform the essential functions of the job. If the accommodation would constitute an undue hardship on the operations of the agency, the agency is not required to provide it.

All people with disabilities are encouraged to apply to all jobs for which they meet the minimum qualifications.