



Civil Justice Association of California

President and Chief Executive Officer

Sacramento, CA | August 29, 2025

The Civil Justice Association of California (CJAC) is seeking a dynamic new President/Chief Executive Officer to continue this well-established organization's mission of providing a voice for balance and fairness in California's civil justice system. This is an outstanding opportunity to lead an influential and high-profile statewide organization.

About the Organization

CJAC is the only statewide association dedicated solely to improving California's civil liability system through education and advocacy in the Legislature, the courts, and our communities. Our mission is to protect Californians from unwarranted and excessive litigation that discourages innovation, eliminates jobs, and drives up the costs of goods and services.

CJAC's membership and stakeholders represent a broad cross-section of businesses of all sizes across the State of California. The influential membership of 50 companies and organizations include many representatives from Fortune 500 companies, who support CJAC's activities. The President/CEO reports to the Executive Committee's eight members. CJAC's annual budget is approximately \$2 million.

CJAC also actively engages with other like-minded, high-profile organizations, such as California Citizens Against Lawsuit Abuse, the American Tort Reform Association, and the U.S. Chamber of Commerce Institute for Legal Reform.

CJAC was founded in 1979 as the Association for California Tort Reform (ACTR), a byproduct of the Medical Injury Compensation Reform Act (MICRA), passed in response to a crisis of runaway medical liability costs and the resulting shortage of healthcare providers in California. The association was renamed the Civil Justice Association of California in 1999.

To ensure a strong, forceful, and influential Association, key priorities for the President/CEO will be expanding the organization's membership and political influence. The President/CEO will be required to foster strong relationships with representatives of the Legislature, the Executive Branch, the Judicial Branch, key agencies, and peer/affinity groups.

Expected Outcomes

It is expected that the President/Chief Executive Officer will achieve the following during the first year:

- By the end of the first quarter:
 - Will have individually met with the staff and the Executive Committee, 50% of the board members and the organization's major stakeholders
 - Have begun relationship-building for CJAC with key electeds, agency representatives, and peer/affinity groups
 - To optimize the CJAC mission, will have conducted a comprehensive assessment of the organization: structure, policies and procedures, financials, and effectiveness
 - Will have assessed board membership needs and composition
 - Following the above, will have begun work with the Executive Committee, board, and staff to develop a strategic plan
- By the end of the second quarter:
 - Will have met with all board members
- By the end of the third quarter:
 - Will begin implementing a strategic plan and resultant business plan
- By the end of the first year:
 - Will have engaged on 50 bills (yearly average)
 - Will be seen, internally and externally, as a results-drive leader who has created value for the members of CJAC

Professional Experience (in priority order)

Successful candidates will have the following combination of experience that will allow them to achieve the outcomes noted above:

- Ten-plus years of professional experience
- Experience working with state government and/or in combination with the federal government; California political connections preferred
- Experience managing an organization or business unit (five-plus staff members) with a budget of \$500,000+
- Highly experienced in public speaking and working with the media
- A track record of building relationships with legislators and lobbyists
- Experience in a membership-based association and in working with a board (could be as a volunteer)

Attributes

The ideal candidate will possess a work style and personality that will create an excellent fit with the organization's culture and structure:

- A passion for the mission and the issues
- Politically strategic and analytical; understands and balances policy and politics
- Motivational manager with high expectations
- A sense of aggressiveness/laser focus on winning
- Entrepreneurial in esprit de corps and work ethic

Education and Licensing

Successful candidates will have the following education that will allow them to achieve the outcomes noted above:

- Juris Doctor and California State Bar admittance strongly preferred
- Undergraduate degree required

Compensation and Interview Process

The compensation package includes a base salary of \$300,000 plus a discretionary bonus based upon metrics. Pre-screened, selected candidates will be invited to interview in person in Sacramento with the Search Committee.

Procedure for Candidacy

For confidential consideration, at your earliest convenience and no later than September 23, 2025, please email your chronological resume (to include description and size of current/prior organizations and responsibilities) and compensation expectations to: cjac-ceo@cjac.org.

The Civil Justice Association of California is an Equal Opportunity employer.

Date of post: 8/29/25

Also posted at: <https://cjac.org/careers>