

Assistant General Manager Executive Recruitment



About LACERS:

The Los Angeles City Employees' Retirement System (LACERS), established in 1937 under the Los Angeles City Charter, is a public pension system that manages assets exceeding \$26 billion. It provides the City's civilian workforce with a defined benefit retirement plan that includes service retirement, disability retirement, and survivor benefits. In 1999, its responsibilities expanded to include administration of the retiree health insurance program. LACERS provides benefits to all regular, full-time, and certified part-time City employees, with the exception of employees of the Department of Water and Power and sworn personnel who are members of the Los Angeles Fire and Police Pensions system. The System currently serves more than 26,000 active members and over 22,000 retirees and beneficiaries.

Governance of the System is vested in a seven-member Board of Administration, which is responsible for establishing policy; adopting rules and regulations necessary for the effective administration of the System; determining investment strategy and policy for Fund assets; and setting health subsidy levels for retired members.

LACERS' fiduciary duty to its members is of paramount importance. The System is entrusted with the prudent management of the pension fund portfolio to support the long-term costs of pension benefits and retiree health care premiums. Equally integral to its mission is the commitment to ensure the accurate, timely, and reliable delivery of benefits. LACERS is committed to building trusted, ongoing relationships with members and to supply information, services, and support aimed at fulfilling promised pension and retiree health benefits.

Assistant General Manager Role:

The Assistant General Manager (AGM) is a senior executive leader and key member of LACERS' executive team, responsible for providing strategic direction, operational oversight, and organizational leadership across the System. The AGM ensures the delivery of high-quality benefits, member services, and administrative operations while advancing the System's long-term goals and promoting a culture of accountability, collaboration, and fiduciary excellence.

The AGM oversees one or more major divisions, which may include Benefits Administration, Communications, Member Services, Health & Wellness, Fiscal Management, Systems, Human Resources, and Administrative Services. The position involves leading enterprise-wide initiatives, managing cross-functional teams, and contributing to strategic planning, organizational development, and risk management. The AGM leads with vision, operational discipline, and a commitment to fostering trusted relationships with internal and external stakeholders.

Essential Duties and Responsibilities:

- Provide executive leadership and direction to assigned divisions and senior staff.
- Lead modernization and process improvement initiatives, including digital transformation and legacy system upgrades.
- Develop and implement strategic initiatives, policies, and performance metrics aligned with LACERS' mission and fiduciary responsibilities.
- Oversee the delivery of high-quality services to members, retirees, and stakeholders.
- Represent LACERS before the Board of Administration, City Council, and external agencies.
- Ensure compliance with applicable laws, regulations, and City Charter provisions.

- Collaborate with the LACERS General Manager (GM) and executive team on enterprise-wide planning, budgeting, and policy development.
- Foster a culture of accountability, innovation, and continuous improvement.
- Mentor and develop senior managers; support succession planning and workforce development.
- Identify and manage operational and strategic risks; ensure business continuity across assigned functions.
- Serve as a liaison to internal and external stakeholders, including labor unions, actuaries, legal counsel, and member groups.
- Perform other executive and administrative duties as assigned.

Minimum Qualifications:

- Graduation from a recognized four-year college or university; and,
- Three years of full-time paid professional experience in a position at least at the level of Chief Management Analyst or Chief Benefits Analyst with the City of Los Angeles or Division Manager or higher of a mid-to-large sized public organization, with responsibilities for leading, managing and/or directing staff in one or more of the following areas:
 - Public Pension System Operations
 - Administrative or Internal Support Services
 - Benefits Administration in Retirement, Health, or Wellness Services
 - Financial or Systems Management
 - Legal or Regulatory Compliance
 - Labor Relations or Personnel Administration

Desired Qualifications:

- Master's degree in public administration, business administration, finance, or a related field.
- Certified Employee Benefits Specialist (CEBS) designation or equivalent.
- Experience managing programs within a public pension system.
- Strong knowledge of federal, state, and local laws governing retirement and health benefits.
- Demonstrated ability to lead cross-functional teams and manage complex projects.

Key Skills and Competencies:

- **Strategic Thinking & Problem-Solving:** Ability to anticipate challenges, develop innovative solutions, and drive organizational success.
- **Executive Communication & Presentation:** Skilled in conveying complex information clearly to stakeholders at all levels.
- **Financial & Operational Acumen:** Expertise in budgeting, resource management, and optimizing operational efficiency.
- **Collaborative Leadership & Team Development:** Proven ability to inspire, mentor, and build high-performing teams.
- **Policy Development & Implementation:** Experienced in creating, executing, and evaluating effective organizational policies.
- **Data-Driven Decision Making:** Leveraging analytics to inform strategic initiatives and operational improvements.
- **Risk Management & Compliance Oversight:** Ensures adherence to regulatory standards and mitigates organizational risk.
- **Regulatory Interpretation & Application:** Skilled in applying laws, codes, and regulations to guide organizational decisions.

Compensation and Benefits:

The AGM position offers a salary range of **\$194,371 to \$284,176**, commensurate with experience and qualifications. The City of Los Angeles provides a comprehensive benefits package, which include:

- Health, dental, and vision insurance
- Life and disability insurance

- Tax advantaged spending accounts
- Vacation and sick leave
- Voluntary tax advantaged governmental 457(b) plan
- Pension through the Los Angeles City Employees' Retirement System (LACERS)
- Additional employee benefits available through the City's LAwell Employee Benefits Program

This position will be filled as exempt from Civil Service.

To Apply:

Qualified candidates should complete and submit the items listed below by **8:00 am on Monday, January 5, 2026**, to LACERS Human Resources via email at lacers.hr@lacers.org:

- City of Los Angeles [Application for Employment](#)
- Cover letter of interest and resume detailing applicable background and work experience
- List of three professional references (include names, job title, affiliation, and phone number)

To be considered, your cover letter or resume must clearly describe:

- Your role in each organization where you gained relevant experience
- The size and purpose of the teams or organizations you managed
- The unique strengths and values you contribute to a team's culture
- At least one major professional accomplishment that you led
- Any additional experiences or unique qualifications that strengthen your candidacy for the AGM position

When submitting your application materials via email, please use a subject line that includes your names and the job title you are applying for. All applications will be carefully reviewed to identify the most qualified candidates for the interview process. Incomplete applications or those received after the deadline will not be considered. The final appointment is contingent upon a successful background check and clearance.

Note: The AGM position is an exempt, at-will management position. The incumbent will not accrue any civil service tenure, contractual employment rights or due process rights. The AGM is appointed by and serves at the pleasure of the LACERS GM. The incumbent may be removed, without any finding of cause, by the LACERS GM. Such removal would not be reviewable or appealable.

Contact Information:

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