



SUPERIOR COURT OF CALIFORNIA COUNTY OF SAN BERNARDINO



The Superior Court of California, County of San Bernardino is currently seeking all interested and qualified applicants for the position of

COMMISSIONER

SALARY: \$208,018

This recruitment is being conducted to establish an eligibility list. This process will create two separate opportunities for candidates:

SB COUNTYWIDE ELIGIBILITY LIST:

All applicants who meet the minimum qualifications will be considered for placement on a general eligibility list. This list will be used to fill future vacancies throughout the County of San Bernardino. Superior Court Commissioners may be assigned to serve in one or more court districts across the county based on operational needs.

NEEDLES DISTRICT OPPORTUNITY:

Applicants who have a specific interest in serving at the Needles district location will have the opportunity to indicate this preference during the application process. Candidates expressing this interest may be considered for vacancies that arise specifically within the Needles district.

Even though this recruitment includes two application lists, those applying to the SB Countywide Eligibility List may be assigned to our Needles District based on operational needs.

This recruitment is scheduled to close on **Monday, May 25th, 2026**. The first review of applications and resumes will take place on **Friday, May 8th 2026**, and may result in the early closing of this recruitment.

THE POSITION

The Superior Court of California, County of San Bernardino, is seeking a dedicated and principled professional who is ready to serve as a trusted member of the bench. The ideal candidate will share the Court's commitment to access, fairness, and public confidence in the justice system. Commissioners hold an at-will position and serve at the pleasure of the Presiding Judge and Court Executive Committee.



KEY ATTRIBUTES & CHARACTERISTICS

- **Judicial Temperament:** Demonstrates fairness, patience, and decisiveness while maintaining courtroom decorum and impartiality.
- **Legal Expertise:** Brings a strong foundation in civil, criminal, family, juvenile, probate, and/or law and motion litigation, with at least ten years of legal practice as a member in good standing of the California State Bar.
- **Ethical and Professional Integrity:** Upholds the highest standards of judicial conduct and confidentiality, avoiding conflicts of interest and maintaining public trust.
- **Independent and Decisive:** Exercises independent judgment within the bounds of the law, rendering clear, logical, and legally sound decisions.
- **Collaborative and Respectful:** Builds and maintains effective working relationships with judges, attorneys, litigants, staff, and other court stakeholders.
- **Communication Skills:** Communicates complex legal concepts clearly and concisely, both orally and in writing, to diverse audiences.
- **Resilient and Adaptable:** Able to manage a high-volume calendar, shifting priorities, and sensitive issues with professionalism and composure.

THE IDEAL CANDIDATE

The ideal candidate for Court Commissioner will be a highly ethical, impartial, and experienced legal professional with a passion for public service and the fair administration of justice. This individual will bring a wealth of legal knowledge and judicial temperament to the bench, coupled with the interpersonal and analytical skills necessary to preside over a wide range of case types with efficiency, empathy, and professionalism. The successful candidate will demonstrate sound judgment, integrity, and the ability to make timely, well-reasoned decisions.

A deep respect for procedural fairness and the rights of all parties is essential, as is the ability to navigate complex legal matters independently while upholding the dignity and authority of the court. This is an exceptional opportunity for a legal expert who is prepared to take on judicial responsibilities in a dynamic and collaborative court environment.

QUALIFICATIONS

Knowledge of legal principles and precedents as applied to judicial procedures is required. Candidates must be active members of the State Bar of California in good standing, and must have been admitted to practice for a period of at least ten (10) years with experience in civil, criminal, family, juvenile, probate and/or law and motion litigation. Incumbents must be United States citizens and cannot engage in active practice of law during employment with the court in this capacity.

OUR COMMUNITY

SAN BERNARDINO SUPERIOR COURT

The San Bernardino Superior Court serves the largest geographic county in the contiguous United States, reaching south of the San Bernardino Mountains to the Nevada border and the Colorado River, encompassing 24 cities and 104 unincorporated communities and a population of 2,225,586.

The Court remains committed to upholding its standards of excellence and pursuing innovative solutions to sustain its mission and goals, thereby continuing to deliver on equity in access to justice in both the short and long term.

INLAND EMPIRE

The Inland Empire can embody a new California Dream – one where the opportunity for a better life is very much within reach. That is why more than 120 people a day are moving to the IE. It is a place where poverty levels are falling, income levels are rising, education is improving, and the communities are becoming increasingly diverse. San Bernardino is, now more than ever, a city of opportunity. As the City rests in the heart of inland Southern California, it offers affordable housing, a pathways-focused public education system, an innovative Cal-State university, low-cost of doing business, a large labor force, and a multifaceted transportation hub. Opportunities for first-time home buyers, entrepreneurs, investors, and employers are vast; one only needs to see the potential. The Inland Empire ranks as the 12 largest Metropolitan Statistical Area in the United States, ahead of San Diego, San Francisco, Denver, Seattle, and Tampa Bay, and continues to outpace the rest of California in growth.

MISSION STATEMENT

“Our court exists to preserve and protect rights and to effect fair resolutions of disputes through consistent, impartial, and accessible administration of justice.”



COMPENSATION & BENEFITS

The salary range for the **Commissioner** is **\$208,018** biweekly plus benefits. Placement within this range is dependent on experience and qualifications. The Superior Court of San Bernardino also offers an excellent benefits package, including:

- Paid Holidays
- Vacation
- Sick Leave
- Health, Dental, Vision Insurance
- Life Insurance
- SBCERA
- Flexible Spending Account (FSA) Dependent Care Assistance Plan (DCAP)
- Flexible Spending Account (FSA) HealthCare Plan (HC) Expenses
- Salary Savings Plans 401k and 457(b)
- Employee Assistance Program (EAP)
- Health & Fitness Club Reimbursement
- Tuition Reimbursement & Membership Dues



EMPLOYER OF CHOICE

SBSC is proud to receive Bronze recognition for the **TIME FOR YOU** wellness campaign from the **American Heart Association®** (AHA) - Well-being Works Better™ 2024 Scoreboard for our commitment to employee health and well-being. This achievement aligns with our strategic goal of becoming an "Employer of Choice." We remain dedicated to fostering a supportive and healthy workplace.

At the San Bernardino Superior Court, our culture is built on collaboration, integrity, and service to the community. We believe that when our people thrive, our mission thrives.

When you join our Court, you join a community of dedicated professionals who take pride in their work and support one another. We invite you to be part of an organization where your skills matter, your growth is encouraged, and your work has real impact.



COURT WELLNESS MISSION STATEMENT

"Our mission is to empower employees and judicial officers by providing accessible tools, resources, and supportive programs to foster a culture of wellness."

APPLICATION & SELECTION PROCESS

This recruitment will remain open to establish an eligibility list for all San Bernardino Court Districts, including a second eligibility list for the Needles Court District. The first review of applications and resumes will occur on **Friday, May 8th, 2026**, and may result in the closing of this recruitment prior to **May 25th, 2026**. To be considered, please submit an **application, resume, and three to five work-related references** to: www.sb-court.org/careers.

Applications will be screened based on the criteria outlined in the job description. Candidates with the most relevant qualifications will be invited to participate in the selection process. Extensive reference and background checks will be completed on the selected candidates.

San Bernardino Superior Court is an Equal Employment Opportunity (EEO) and Americans with Disabilities Act (ADA) compliant employer that is committed to providing equal employment opportunity to all employees and applicants. Facilitated through the Human Resources Department, the Court adheres to a policy of equal opportunity for all in employment, training, promotion, retention, and benefits, consistent with federal and state regulations and Court policies, to positively impact Court employees' quality of work life and customer service provided to the general public.

SOLICITING SUPPORT FOR CANDIDACY: Each candidate for the position of Court Commissioner should be advised that he or she should not contact any judge of the Court for the purpose of soliciting support for his or her candidacy. Solicitation of support on behalf of any candidate by any other person is also discouraged. The integrity of the recruitment process for the Court Commissioner position is important to the Court. It is imperative that all candidates refrain from soliciting support from judges.

APPLY NOW

WWW.SB-COURT.ORG/CAREERS

Human Resources Department
Phone: 909-521-3700
Fax: 909-521-3644
Email: careers@sb-court.org

