



Position: Executive Counsel

TRSL Overview

The Teachers Retirement System of Louisiana (TRSL) is a qualified governmental, multiple-employer defined benefit pension plan established in 1936. The system's assets as of June 30, 2025 stand at a market value of \$29.3 billion. Serving over 200 participating employers and an active and retired membership of nearly 180,000, the System provides retirement, disability, and death benefits for participating education employers and employees. TRSL pays approximately \$2.4 billion in benefits each year. TRSL's membership consists of Louisiana's K-12 teachers, administrators and other education staff, as well as academic and administrative employees in postsecondary education. The System also administers a defined contribution plan (the Optional Retirement Plan) which is an optional alternative to TRSL's defined benefit plan for postsecondary education employees.

At TRSL, every role supports our vision of providing retirement security in a changing world and furthers our mission of managing TRSL with integrity and accountability. TRSL's staff take pride in the work they do for Louisiana's educators and understand the important role TRSL plays in each educator's journey.

All TRSL employees work at the system's offices in Baton Rouge, Louisiana. At this time, TRSL employees do not engage in regularly scheduled remote work.

Position Responsibilities

The Executive Counsel position is responsible for providing legal services and counsel to the board of trustees of the Teachers' Retirement System of Louisiana (TRSL), director and staff on a wide range of legal issues. The incumbent reports to and operates under the direction of the Director, while at the same time providing counsel to the TRSL Board based on independent legal judgment and in accordance with the standards of professional responsibility, and as a fiduciary.

Duties and Essential Functions

- Represents and advises the TRSL Board and staff in all legal matters pertaining to their offices and meeting their fiduciary responsibilities.
- Ensures that all activities of TRSL are legally supportable and in accordance with applicable laws, regulations, and rules. Responds to and resolves sensitive and complex legal issues.
- Provides legal advice, analysis and opinions to the TRSL Board, Director and staff in matters affecting TRSL's operation, including but not limited to, state and federal public pension law; general civil law; fiduciary responsibility; institutional investments; family law; tax law; securities law; probate law; and contracts.
- Assesses and makes recommendations for retaining services of outside legal expertise when necessary to advance or protect TRSL's interest. Coordinates and oversees the selection and work of outside legal counsel and other vendors providing legal-related services to TRSL.
- Assures that TRSL's legal interests are fully and properly represented in any litigation, whether managed by internal attorneys or outside counsel.



- Serves as a member of TRSL's executive management team, conferring with and providing advice and assistance on legal issues and operational considerations.
- Provides analysis of state and federal legislation and works with executive management to formulate legislative proposals for potential sponsorship by TRSL.
- Oversees and coordinates with staff and outside entities in the evaluation of potential securities litigation. Develops recommendations to prosecute, dismiss or settle such litigation based upon relevant TRSL Board policies.
- Participates in the development and review of, and recommendations related to investment contracts and agreements. Drafts, reviews and negotiates agency contracts. Oversees legal staff work on all contracts.
- Develops and provides legal education programs to the TRSL Board and staff.
- Plans, directs and coordinates the implementation of legal services through appropriate staff. Assigns work activities and responsibilities to appropriate personnel; reviews and evaluates work methods and procedures; and resolves problems or issues.
- Coordinates legal service activities with other governmental and private sector entities. Serves as a resource to participating TRSL employers and other organizations on retirement matters.

Education and Experience

Required Qualifications

- Juris Doctorate from a fully accredited American Bar Association approved law school.
- Active license in good standing with a state bar association; a Louisiana state law license is preferred. If not currently licensed in Louisiana, the selected candidate must be eligible and willing to obtain a Louisiana law license within a reasonable period of time.
- At least seven years of legal experience.

Preferred Qualifications

- Experience in one or more of the following areas:
 - Public or qualified pension plans
 - Governmental law, including but not limited to, open meetings, public records, and governmental ethics
 - Fiduciary and constitutional law related to pensions or related structures
 - Civil and administrative litigation in diverse practice areas
 - Drafting and negotiating contracts
 - Management of a legal unit, providing direction and supervision of staff

Desired Candidate Qualities

- Organization: Ability to plan, organize, integrate and manage legal services for an organization
- Analysis: Ability to grasp complex subjects quickly, analyze alternatives, draw logical conclusions and develop effective solutions; anticipate potential issues and develop proactive means for addressing problems
- Effective Communicator: listens carefully, asks questions effectively, and articulates thoughts and ideas clearly and concisely



- Relationship Builder: establishes and maintains effective working relationships with all levels of management, employees, retirement system participants and stakeholders, and gains the trust and confidence of a diverse, multi-member governing board
- Public Service Mindset: understands TRSL's purpose and mission and the importance of its work for our members, retirees, beneficiaries, and employers

Compensation and Benefits

Compensation includes a market-based salary, commensurate with experience, and a comprehensive benefits package. The successful candidate will be a member of the TRSL defined benefit retirement system (if new to Louisiana state employment) and be eligible for health insurance and other benefits in accordance with statutory provisions governing Louisiana state employees. The position will start to earn vacation and sick paid time off at 12 days of each leave type per year with an increasing rate dependent upon years of service. Leave accrued can be carried over from year to year.

How to Apply

Interested applicants should submit a cover letter of interest and resume by email or fax to the contact below no later than Tuesday, January 27, 2026.

Aricka Hart – Human Resources

Email: aricka.hart@trsl.org

Fax: 225-922-2579