

**Working Title: Tax Attorney**  
**Job Class: Staff Attorney 1, 2, or 3**  
**Agency: Revenue Department**

- **Job ID:** 92757
- **Location:** St. Paul
- **Telework Eligible:** Yes, Hybrid
- **Full/Part Time:** Full-Time
- **Regular/Temporary:** Unlimited
- **Who May Apply:** This vacancy is open for bids and for all qualified job seekers simultaneously. Bidders will be considered through 04/06/2026.
- **Date Posted:** 03/30/2026
- **Closing Date:** 04/20/2026
- **Hiring Agency/Seniority Unit:** Revenue Department / Revenue (inc Assessors)-MAPE
- **Division/Unit:** Appeals & Legal Services / ALSD-Legal Services 1 or 2
- **Work Shift/Work Hours:** Day Shift
- **Days of Work:** Monday - Friday
- **Travel Required:** Yes, up to 5%
- **Staff Attorney 1 Salary Range:** \$34.39 - \$51.45 / hourly; \$72,433 - \$107,428 / annually
- **Staff Attorney 2 Salary Range:** \$38.55 - \$57.35 / hourly; \$80,492 - \$119,746 / annually
- **Staff Attorney 3 Salary Range:** \$42.94 - \$63.69 / hourly; \$89,658 - \$132,984 / annually
- **Classified Status:** Classified
- **Bargaining Unit/Union:** 214 - MN Assoc of Professional Employee/MAPE
- **FLSA Status:** Exempt - Professional
- [Designated in Connect 700 Program for Applicants with Disabilities:](#) Yes

**The work you'll do is more than just a job.**

At the State of Minnesota, employees play a critical role in developing policies, providing essential services, and working to improve the well-being and quality of life for all Minnesotans. The State of Minnesota is committed to equity and inclusion, and invests in employees by providing benefits, support resources, and training and development opportunities.

**Job Summary**

We have two tax attorney positions to fill involving sales and use tax and collections. As a Tax Attorney with the Department, you will have the opportunity to work as an advisor on tax policy, and often times on high-profile tax issues that make a real difference in the lives of all Minnesotans. Specifically, you will provide legal counsel to the relevant taxing division(s), the relevant appeals division(s) and the Commissioner's office on questions regarding taxation. This includes drafting legal memos, department publications (Rulemaking, Revenue Notices, Fact Sheets, Industry Guides, FAQ's, Tax Sharing Agreements and Forms) and provide Department trainings as needed. During the legislative session, you will also draft tax legislation, testify in tax committee and act as a resource regarding tax administration for legislators and their staff. If a case is appealed to court, you will also support the Attorney General's office through that process. Whether you are just beginning your tax career, looking for a lateral change or even a second career in tax law, we hope you will apply.

This vacancy is being posted at three job class levels: Staff Attorney 1, Staff Attorney 2, and Staff Attorney 3. Final job class and salary will be determined based on successful applicants' qualifications.

*This position is eligible for hybrid telework. Employees living within 50 miles of the office will be required to work in the office at least 50% of the time each month. Employees may reside outside the state of Minnesota if they live in a state bordering Minnesota and are within 50 miles of the primary work location in Saint Paul. Telework eligibility is based on the business needs of the unit and is allowed at supervisory discretion. Commuting to the St. Paul office location is required for in person meetings and legislative hearings, some of which are scheduled on short notice.*

*Existing employees who were approved to telework from a bordering state and more than 50 miles from their work location before June 1, 2025, may retain this arrangement unless they move farther away.*

**This posting may be used to fill multiple vacancies.**

## **Minimum Qualifications**

Staff Attorney 1 minimum qualifications:

- JD degree from an ABA-accredited law school OR graduating from an ABA-accredited law school with JD Degree by June 2026;
- Current license and in good standing to practice law in the State of Minnesota prior to appointment OR the active pursuit of licensure with the requirement that licensure be obtained within six months from start date to achieve permanent employee status;
- Strong communication skills, both verbal and written;
- Strong legal research and writing skills;
- Strong organizational and time management skills; and
- Some experience with relevant tax law from legal practice, internships, externships, clerkships, volunteer activities, or coursework; and

In addition to the requirements of a Staff Attorney 1, a Staff Attorney 2 must also meet the following minimum qualifications:

- At least two years of experience as a practicing attorney and can demonstrate knowledge, experience, and a proficiency in conducting legal research, writing, and analysis and providing legal advice;
- Advanced experience in the practice of the relevant tax law;
- Exceptional human relations skills, problem analysis and solving skills; and
- Substantial experience in performing legal research, writing and analysis on diverse and complex matters.

In addition to the qualifications of the Staff Attorney 1 and 2, finalists for a Staff Attorney 3 must also meet the following minimum qualifications:

- At least four years of advanced specialist-level knowledge and expertise in several specialized areas of tax law;
- Ability to solve novel, complex or unique issues and provide insights regarding the tax system as a whole; and
- Experience in building and maintaining good working relationships with internal/external stakeholders and providing advice to executives.

## **Preferred Qualifications**

- Experience in building and maintaining good working relationships with internal/external stakeholders and providing advice to executives.
- Knowledge of state statutes, rules and cases in the law related to one or more of the following tax types or substantive areas:

- o Sales and Use Tax

- o Collections/Bankruptcy

- Experience drafting litigation documents, representing clients in formal and informal judicial and administrative proceedings, and appearing in court.

- Work experience at the Minnesota State Legislature and legislative process, drafting legislation and bill amendments, or testifying at legislative committee.

- Work experience documenting legislative history, applying the canons of construction and administrative law.

- Experience with the compliance aspects related to one or more of the following tax types or substantive areas:

- o Sales and Use Tax

- o Collections/Bankruptcy

- Working knowledge of the Minnesota disclosure laws.

## Physical Requirements

Requires occasional moving of articles such as boxes, accounting records, laptop computer, computer monitors, and other office items.

## Additional Requirements

Prior to an offer of employment, a background check will be conducted. This will include, but is not limited to checking degrees and licensures, criminal history, and tax filing and payment history. All individual income tax filing and payment obligations must be current prior to interviewing for this position.

Must be legally authorized to work in country of employment without sponsorship for employment visa status (e.g., H1B status). The Department of Revenue is unable to provide sponsorship for work visas. *Applicants must be eligible to work in the United States at the start of employment. MDOR does not participate in E-Verify.*

## How to Apply

Select "Apply for Job" at the top of this page. If you have questions about applying for jobs, contact the Careers Help Desk at [651-259-3637](tel:651-259-3637) or email [careers@state.mn.us](mailto:careers@state.mn.us). For additional information about the application process, go to <http://www.mn.gov/careers>.

## Contact

If you have questions about this position, contact Allison Claeson at [allison.claeson@state.mn.us](mailto:allison.claeson@state.mn.us) or [651-556-6771](tel:651-556-6771).

To receive consideration as a Connect 700 Program applicant, apply online, email the Job ID#, the Working Title and your valid Proof of Eligibility Certificate by the closing date to Allison Claeson at [allison.claeson@state.mn.us](mailto:allison.claeson@state.mn.us).

If you need a reasonable accommodation for this interview and/or testing process, please contact the Department of Revenue ADA Coordinator at [revenue.eai@state.mn.us](mailto:revenue.eai@state.mn.us).

## About Revenue Department

The Minnesota Department of Revenue manages the state's revenue system and administers tax laws. The department manages over 40 state and local taxes and collects \$33 billion annually to fund essential services for Minnesotans.

Revenue is dedicated to an inclusive work environment that celebrates and values the diversity of each employee and reflects the communities we serve. We're committed to a culture of inclusion where everyone can bring their authentic selves to work and thrive.

We value work-life balance and support flexible work arrangements. While many of our employees can telework up to 50% of the time, we also offer a modern, state-of-the-art hybrid workspace at the Stassen Building in St. Paul for in-office collaboration. Whether you're in the office regularly or a few days each week, you'll find a welcoming environment designed to support productivity and connection.

[Find out more about us on our website.](#)

## **Working together to improve the state we love.**

What do Minnesota's State employees have in common?

- A sense of purpose in their work
- Connection with their coworkers and communities
- Opportunities for personal and professional growth

## **Benefits**

As an employee, you'll have access to one of the most affordable health insurance plans in Minnesota, along with other benefits to help you and your family be well.

### **Your benefits may include:**

- Paid vacation and sick leave
- 12 paid holidays each year
- Low-cost medical, dental, vision, and prescription drug plans
  - Fertility care, including IVF
  - Diabetes care
  - Dental and orthodontic care for adults and children
- 6 weeks paid leave for parents of newborn or newly adopted children
- Pension plan that provides income when you retire (after working at least three years)
- Employer paid life insurance to provide support for your family in the event of death
- Short-term and long-term disability insurance that can provide income if you are unable to work due to illness or injury
- Tax-free expense accounts for health, dental, and dependent care
- Resources that provide support and promote physical, emotional, social, and financial well-being

### **Support to help you reach your career goals:**

- Training, classes, and professional development
- Tuition reimbursement
- Federal Public Service Loan Forgiveness Program (Some positions may qualify for the Public Service Loan Forgiveness Program. For more information, visit the Federal Student Aid website at [studentaid.gov](https://studentaid.gov))

### **Employee Assistance Program (EAP) for work/life support:**

- A voluntary confidential program that helps employees and their families with life challenges that may impact overall health, personal well-being, or job performance

- Common sources of stress can be addressed through the EAP: mental health, relationship challenges (personal and work), grief and loss, finances, and legal issues
- Daily Living/Convenience Services: Chore services, home repair, trip planning, child/elder care

**Programs, resources and benefits eligibility varies** based on type of employment, agency, funding availability, union/collective bargaining agreement, location, and length of service with the State of Minnesota.

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### **EQUAL OPPORTUNITY EMPLOYERS**

Minnesota state agencies are equal opportunity, affirmative action, and veteran-friendly employers. State agencies are committed to creating a workforce that reflects the diversity of the state and strongly encourages persons of color and Indigenous communities, members of the LGBTQIA2S+ community, individuals with disabilities, women, and veterans to apply. The varied experiences and perspectives of employees strengthen the work we do together and our ability to best serve Minnesotans.

All qualified applicants will receive consideration for employment without regard to race, color, creed, religion, national origin, sex (including pregnancy, childbirth, and disabilities related to pregnancy or childbirth), gender identity, gender expression, marital status, familial status, age, sexual orientation, status regarding public assistance, disability, veteran status or activity in a local Human Rights Commission or any other characteristic protected by law.

### **APPLICANTS WITH DISABILITIES**

Minnesota state agencies make reasonable accommodations to their employees and applicants with disabilities. If you have a disability and need assistance in searching or applying for jobs with the State of Minnesota, call the Careers Help Desk at [651-259-3637](tel:651-259-3637) or email [careers@state.mn.us](mailto:careers@state.mn.us) and let us know the support you need.