



**FEDERAL PUBLIC DEFENDER
WESTERN DISTRICT OF NORTH CAROLINA**

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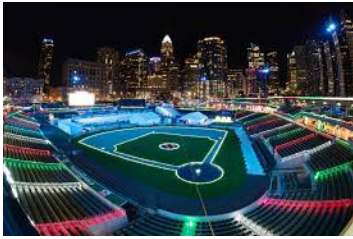
John G. Baker
Federal Public Defender

Megan Hoffman
First Assistant

**POSITION ANNOUNCEMENT
NON-CAPITAL MITIGATION SPECIALIST – CHARLOTTE, NORTH CAROLINA**

Posted: May 20, 2024

Closing date: Applications received by June 10, 2024, will receive priority consideration. The position will remain open until filled. The selected candidate must report during this fiscal year (no later than September 23, 2024).



The Position: The Federal Public Defender, Western District of North Carolina, is accepting applications for a full-time **Non-Capital Mitigation Specialist** in its Charlotte office. Our Trial Unit represents indigent persons charged with crimes in federal court.

We seek a Mitigation Specialist to support our client-centered practice. In collaboration with the trial team, the Mitigation Specialist will gather, investigate, and analyze mitigation evidence at all stages of a criminal case. The Mitigation Specialist will develop a comprehensive history of a client's life by: collecting and summarizing records; interviewing relevant witnesses; identifying and consulting with experts; writing social histories; developing and maintaining relationships with clients and their families; and fostering connections with local social service providers, pretrial and probation officers, and contacts at correctional facilities. The Mitigation Specialist will maintain current knowledge of research and trends in the areas of mental illness, substance abuse, intellectual disabilities, effects of incarceration, trauma, institutionalized racism, and other related subjects.

Qualifications: The successful applicant must have a bachelor's degree. An applicant with an advanced or graduate degree in social work is preferred but not required. Three years of specialized experience in social work, mitigation, or related fields is strongly preferred. The applicant must have strong research and written and oral communication skills. The applicant should have familiarity with Microsoft Office programs and related available technology. The applicant must also have a demonstrated commitment to indigent defense and client-centered representation. Travel by personal vehicle within and outside the state of North Carolina will be required.

Salary and Benefits: Salary is commensurate with experience and qualifications. The current salary range for this position is JSP 9/1 at \$61,219 to JSP 14/10 at \$162,178, annually. This is an excepted service position with federal employee benefits, including health and life insurance and the Federal Employees Retirement System (FERS) pension, Social Security, and Thrift Savings Plan. We observe Federal holidays and provide generous annual and personal leave. Salary is payable only by Electronic Funds Transfer (direct deposit).

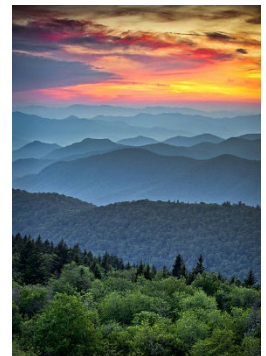
Conditions of Employment: The employee will be located in the Charlotte office full-time. All application information is subject to verification. Applicants must be United States citizens, or persons authorized to work in the United States. Appointment is subject to a satisfactory background investigation including an FBI fingerprint check. A prior criminal conviction is not necessarily disqualifying. Employees are members of the judicial branch and considered "at will" employees.

How to Apply. Qualified persons should submit a letter of interest, résumé, and a brief, unedited writing sample in .pdf format to:

Amanda Buckner, Personnel Administrator
WDCApplication@fd.org
Subject: Mitigation Specialist - Charlotte

We welcome requests for accommodations from applicants with disabilities. Please submit any such requests to WDCApplication@fd.org.

Interviews will be conducted in person or virtually. We may fill current and future positions from this position announcement.



The Federal Public Defender is an Equal Opportunity Employer