

# Kansas Federal Public Defender

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## Position Announcement

Full-time Social Worker or Mitigation Specialist, Wichita

Posted March 4, 2024

Deadline: April 8, 2024 (or until filled)

The Federal Public Defender for the District of Kansas is proud to be an equal opportunity employer. Diversity and dignity are central to our work. We hire without regard to race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, age, height, weight, veteran status, military obligations, or marital or parental status. We do not tolerate any form of discrimination or harassment in any personnel decisions or employee interactions.

**About Us.** We work to keep people out of prison through holistic representation, collaboration, and education. Our clients are people accused of federal crimes who cannot afford private lawyers. We protect their rights and center their humanity at every stage of the criminal case and beyond. We value hard work, diversity, teamwork, creativity, flexibility, and fairness.

**The Job.** Social workers or mitigation specialists help our clients share their life experiences as they navigate through the federal criminal legal system. This work is crucial to pretrial release plans, negotiations, trial strategy, sentencing outcomes, and reentry plans. You will build trust with clients, families, and other life-history witnesses; gather and digest historical records (birth, education, health, employment, and so on); formally interview and informally consult with both laypeople and specialized professionals; connect clients with needed services; and collaborate with attorneys and investigators. Travel within the state and occasionally elsewhere will be required (office cars are available). You may sometimes be asked to testify in court. Attorneys with MSWs are encouraged to apply, as are MSWs with capital mitigation experience. Spanish fluency is a plus.

You must:

- Have a master's degree in social work or social services
- Be a US citizen or have work authorization
- Be committed to our mission and work well in a team environment
- Be committed to client confidentiality
- Be comfortable working closely with a diverse set of clients (often in jail and prison settings) and their families
- Have a valid driver's license

You should:

- Demonstrate cultural competency and have experience or interest in working with marginalized communities
- Have strong writing skills
- Have strong computer and technological skills

**Salary & Benefits.** The salary ranges from \$70,000–\$120,000, depending primarily on experience. The FPD also offers generous benefits:

- 11 paid holidays, including Martin Luther King Jr.'s birthday and Juneteenth
- Public Service Loan Forgiveness if qualified
- Federal Employees Retirement System
- Thrift Savings Plan – up to 5% Employer Match
- Health (100+ options)
- Dental (16 options)
- Vision (10 options)
- Life Insurance (basic, standard, additional, family)
- Flex Spending Accounts
- Commuter Benefit Program
- Long Term & Short Term Disability
- Long Term Care
- Transportation Subsidy
- Employee Assistance Program (confidential counseling and assistance)
- WorkLife4You (living well)
- Sick Leave
- Annual Leave
- Nationwide leave transfer program
- Worker's Comp
- Disability Retirement
- Family and Medical Leave
- 12-weeks paid parental leave
- Bring your infant to work (up to 6 months)
- Education and training
- Awards (cash, time-off)

**Apply.** Send a letter of interest, resume, and three professional references in a single pdf document to [ksfpd@fd.org](mailto:ksfpd@fd.org).

Preference will be given to applications received by April 8, 2024. We may fill current and future positions from this position announcement. This is an in-office position located in Wichita, KS, and is subject to funding. No phone calls, please.

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