



LUBBOCK DIVISION

FEDERAL DEFENDER

Jason D. Hawkins

FIRST ASSISTANT

John Nicholson

DIVISION SUPERVISOR

Sarah Gunter

ASSISTANT DEFENDERS

Kristen Ayers
Quincy Ferrill
Wade Iverson
David Sloan

INVESTIGATOR

Ray Herrera

PARALEGALS

Marissa Garza
Laura "Laurie" Ramirez

ASSISTANT COMPUTER SYSTEMS ADMINISTRATOR

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FEDERAL PUBLIC DEFENDER OFFICE NORTHERN DISTRICT OF TEXAS

Vacancy Announcement

Positions: Assistant Federal Public Defenders – Trial Division

Location: Lubbock Division

Application Deadline: Open Until Filled

The Federal Public Defender for the Northern District of Texas

is accepting applications for a full-time Assistant Federal Public Defender in the trial unit of the Lubbock Division of the Northern District of Texas. The Office of the Federal Public Defender operates under authority of the Criminal Justice Act, 18 U.S.C. § 3006A, to provide representation in federal criminal matters in the federal courts. Our attorneys are zealous advocates of the highest caliber, devoted to the defense of the indigent and enforcing the Bill of Rights.



Job Description: An Assistant Federal Defender provides legal representation to clients charged with federal criminal offenses before federal magistrate and district courts in the Northern District of Texas, United States Court of Appeals for the Fifth Circuit, and Supreme Court of the United States. We practice at the highest level and attorneys with the office have successfully argued five times before the Supreme Court of the United States.

The typical caseload involves people charged with federal crimes ranging from possession of guns and drugs, immigration offenses, fraud, complex white collar fraud cases, and terrorism. Responsibilities include managing a caseload; preparing pleadings, motions and briefs; reviewing discovery documents, interviewing witnesses, developing litigation strategies, meeting with clients; working with experts; assisting CJA panel attorneys; and appearing on behalf of clients in federal court.



The Federal Public Defender's Office is committed to improving diversity in the legal profession. It is critical to our clients' representation that the office be comprised of individuals from diverse cultures and backgrounds. The nature of our work leads us to invest in recruiting colleagues who demonstrate experience with, knowledge of, and sensitivity to the needs of culturally diverse and oppressed populations. We seek candidates with a

demonstrated commitment to working with marginalized communities and with clients from a range of backgrounds.

Skilled collaboration, strategic litigation, and compassionate representation are among the values we aim to foster in our office. Because no single person can do this work alone, you will collaborate with experienced lawyers, investigators, paralegals and legal assistants. The ability to work well on a team is mandatory.

Travel is required. The Northern District of Texas covers a 96,000 square mile area and encompasses seven separate divisions. The Northern District runs from the tip of the Panhandle down through the plains of Lubbock to the big country of Abilene and San Angelo. The district boundary then turns east to the Dallas-Fort Worth metroplex and up to Wichita Falls. You will be constantly collaborating with lawyers and support staff in other divisions and occasionally find yourself defending cases in all divisions of the Northern District of Texas.



Requirements and Qualifications: The Assistant Federal Public Defender must be: 1) a graduate of an accredited law school or scheduled to graduate in May 2024; and 2) admitted to practice in good standing before a state bar by no later than November 2024. If the applicant is hired they must obtain a license to practice in the United States District Court for the Northern District of Texas.

Fluency in Spanish is very desirable. Federal criminal legal experience is preferred, but not required. Applicants must have strong writing and advocacy skills; an established capacity or demonstrated aptitude for excellence in criminal defense; a sterling reputation for personal and professional integrity; a commitment to the representation of indigent people; and an ability to work well in a team environment. Applicants must be a U.S. Citizen or a lawful permanent resident who is eligible to work in the U.S. and is either currently seeking U.S. Citizenship or intends to become a U.S. Citizen when eligible.



Salary and Benefits: The starting salary range for the position is \$72,553 - \$186,854 (AD-21 to AD-29). The salary of the successful applicant will be commensurate with the person's qualifications and experience. The position offers federal government employee benefits, including health and life insurance programs, retirement, and the Thrift Savings Plan. Salary is

payable only by Electronic Funds Transfer (direct deposit). The position is excepted service and does not carry the tenure rights of the competitive Civil Service. Appointment and retention is subject to a satisfactory background investigation, including, but not limited to, an FBI fingerprint and name check. Position subject to the availability of funds.

Application Process: To apply, combine the following documents in a single Adobe PDF and email them to TXN_Employment@fd.org using the subject line "**Lubbock Assistant Federal Public Defender**".

- A brief cover letter explaining your interest in the position and your qualifications;
- A resume;
- References;
- Law school transcripts, and;
- Representative writing sample.

Applications submitted by fax or mail will not be considered. More than one position may be filled with this announcement.

The Federal Public Defender is an Equal Opportunity Employer