

**POSITION ANNOUNCEMENT # 2025-02**  
**Assistant Federal Public Defender**  
**Federal Public Defender Office, District of Vermont**

The Office of the Federal Public Defender for the District of Vermont is accepting applications for the position of Assistant Federal Public Defender. The Office provides defense services to indigent persons in federal criminal cases and operates under authority of the Criminal Justice Act (CJA), 18 U.S.C. §3006A. This is a full-time in-person position at our office near the beautiful shores of Lake Champlain in Burlington, Vermont. However, some telework is possible for the first few months. The position has provisional funding, but we anticipate permanent funding very soon.

**Requirements**

The successful candidates will:

- Be an attorney in good standing of a state bar in which they are currently admitted and be a member of, or eligible for immediate admission to the bar of the United States District Court for the District of Vermont. (See Local Rules, District of Vermont, 83.1(a)).
- Have at least three years of federal criminal defense experience.
- Possess excellent courtroom skills along with strong writing and legal research skills.
- Have clearly demonstrated an aptitude for excellence in criminal defense practice.
- Be committed to the representation of indigent accused persons and demonstrate a reputation for personal integrity.
- Have the ability to effectively collaborate and reflect in a team environment.
- Preferably, though not required, have experience in federal appeals work.

**Salary and Benefits**

Salary commensurate with experience and qualifications within the guidelines set by the Judiciary salary scale for Assistant Federal Public Defenders, at a scale equivalent to that of Assistant United States Attorneys. The position includes U.S. Government employment benefits—generous paid time off including annual and sick leave and 11 federal holidays; health, dental, vision, and life insurance; a retirement system; opportunities to attend national and local trainings; and professional development offerings. Salary is payable only by Electronic Funds Transfer (direct deposit). The position is in the excepted service and does not carry the tenure rights of the competitive Civil Service. The successful candidate will be subject to an FBI background check as a condition of employment.

**How to Apply**

Please submit a cover letter, resume that includes a summary of trial and appellate experience, and three professional references to [stephanie\\_baer@fd.org](mailto:stephanie_baer@fd.org) with “2025-02 AFD Application” in the subject line. Applications will be considered until the position is filled.

**The Office of the Federal Public Defender for the District of Vermont is an Equal Opportunity Employer.**