

FEDERAL PUBLIC DEFENDER NORTHERN DISTRICT OF TEXAS

Vacancy Announcement

Position: Mitigation Specialist

Division: Capital Habeas Unit

Applications will be considered on a rolling basis

The Federal Public Defender for the Northern District of Texas is accepting applications for a full-time Mitigation Specialist in the Capital Habeas Unit (CHU). The CHU represents indigent persons on death row in Texas. Through an interdisciplinary team approach, we provide our clients with the highest level of legal representation challenging their convictions and death sentences.



Commitment to Diversity: The Federal Public Defender's Office is an Equal Opportunity Employer that is committed to improving diversity in the legal field. Racial bias and disparity in sentencing are apparent in the criminal justice system and Texas death penalty cases. It is critical to our clients' representation that the office be composed of individuals from diverse backgrounds.

CHU Values: Culturally-responsive practices, skilled collaboration, strategic litigation, compassionate representation, and professionalism are among our values. Because no person can do this work alone, you will work with experienced lawyers, mitigation specialists, fact investigators, and paralegals in the CHU. The ability to work well with others on a team is mandatory.



Responsibilities: The mitigation specialist will work on interdisciplinary teams to lead and develop the mitigation investigation. This position entails:

- Providing trauma-informed, culturally competent representation to clients sentenced to death;
- Cultivating and maintaining long-term relationships with clients, their families, teachers, employers, neighbors, and other life history witnesses to gather biopsychosocial data;
- Providing diagnostic and biopsychosocial information to mental health experts, attorneys, and other members of the defense team in written and oral format;

- Identifying and digesting life history records;
- Extensive writing, including the client's life history narrative, ongoing witness interview and case memos, and life chronologies;
- Collaboratively working with members of the team to identify and consult with expert witnesses;
- Significant travel across the country is required.

What We Offer:

- **Competitive Salary and Benefits:** The position is full-time with federal benefits and salary commensurate with experience and qualifications. The starting salary for the position will fall within a range of \$80,381 to \$135,382 and varies based on experience. The position is excepted service and does not carry the tenure rights of the competitive Civil Service. Benefits include health and life insurance, retirement, the Thrift Savings Plan, and the Employee Assistance Program. Salary is payable only by direct deposit.
- **Collaborative, Supportive Environment:** We welcome applications from those who may be new to federal litigation. This position will receive extensive support, both from office-wide team meetings and collaborative work culture, group meetings with other investigators, and direct one-on-one supervision with the CHU Chief Investigator.
- **Ongoing Education:** The mitigation specialist will have access to internal, statewide, and national training opportunities.

Qualifications:

- Prior experience as a mitigation specialist is preferred;
- A graduate degree in social work or other mental health field is preferred;
- Fluency in Spanish is preferred;
- Ability and desire to learn and apply trauma-informed, culturally responsive practices with those who are often survivors of trauma and mental illness;
- Strong interpersonal and writing skills;
- Ability to work both collaboratively and independently while prioritizing large amounts of information and communicating with the team;
- Proof of U.S. citizenship or other employment eligibility is required;
- Appointment and retention is subject to a satisfactory background check.

Application Process: To apply, email TXN_Employment@fd.org a single Adobe PDF file using the subject line “CHU-Mitigation Specialist” the following:

- A cover letter explaining your interest in the position and your qualifications;
- A resume or curriculum vitae;
- A minimum of three references.

Only those selected for an interview will be contacted.