OFFICE OF THE FEDERAL PUBLIC DEFENDER
DISTRICT OF CONNECTICUT

MITIGATION SPECIALIST 2024- 01

Application deadline: **Open until filed.**

ABOUT US

The Federal Public Defender for the District of Connecticut is a law office that provides legal representation to persons charged with committing federal crimes who cannot afford to hire a private attorney. We represent the accused from arrest through trial and appeal, including the U.S. Supreme Court.

We are attorneys, paralegals, investigators, mitigation specialists, office administrators, and information technology specialists. Our team fosters interdisciplinary skill sets that ensure compassionate and comprehensive representation. We work together to uphold every person's right to be presumed innocent, to have a fair trial, to mitigation, and to have a fair sentence, if convicted. Our defense is vigorous, both at trial and on appeal. We advocate for humane sentences through client-centered representation, which honors an individual's lived experience.

Our Commitment to Diversity, Equity, Inclusion, and Justice: We are committed to cultivating a culture of acceptance and connectedness that honors the diverse backgrounds of the people we represent. Our commitment to inclusion is integral to our commitment to a fair justice system. In recruiting members of our team, we welcome the full spectrum of humanity. We embrace the unique contributions our employees can bring to our office because of their backgrounds, social identities, and lived experiences. We know that the best legal representation occurs through a diverse, collaborative, and inclusive workforce.

THE OPPORTUNITY

We seek a Mitigation Specialist to join our office in March 2024.

The mitigation specialist will assist attorneys across the district in investigating, analyzing, developing, and presenting mitigation evidence in the life history of clients. The mitigation specialist will gather and summarize social history records and conduct interviews with lay and professional people with relevant knowledge about the client's early childhood development, education, employment, and medical and mental health histories. The mitigation specialist will also consult experts, develop and maintain relationships with clients, their family members, local social service providers, and pretrial service officers, and perform other duties as assigned. Maintain sufficient knowledge of current research and trends in areas such as substance abuse, mental health, psychology, and treatment.

QUALIFICATIONS

To qualify, the applicant should have the following:

- A desire and capacity to work collaboratively in a team environment.
- Understanding of the methods and skills required for accomplishing the duties of the position. Strong legal research and word processing skills.
- Computer fluency in the Microsoft Office suite of programs, including Excel and Adobe Acrobat.
- High level of organizational skills to gather, maintain, and manage documents and information for assigned cases.

- The ability to speak and write clearly and effectively.
- The ability to read, analyze, and interpret records and legal documents.
- The ability to exercise good judgment in a mature and diplomatic manner.
- The ability to recognize and analyze problems and recommend practical solutions.
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- The desire to work with and on behalf of people from diverse backgrounds.
- A strong commitment to providing holistic representational support to indigent persons in proceedings under federal criminal law.
- Proficiency in Spanish (preferred).

The position requires that the applicant possess a valid driver's license, insurance, and own/operate a personal vehicle for business purposes (mileage is reimbursable). Occasional travel is required, including night and weekend work.

Employment is subject to a satisfactory background investigation including, but not limited to an FBI fingerprint and name check.

EXPERIENCE/ EDUCATION

Applicants must have a bachelor's degree and two years of relevant experience. A candidate with an advanced or graduate degree in social work is strongly preferred. A candidate with a degree in or a related field to social work, such as anthropology, psychology, sociology, law, with at least three years' experience developing and investigation mitigation is preferred.

SALARY AND BENEFIT DETAILS

The salary of the successful applicant will be commensurate with the person's qualifications and experience. The starting salary for this position falls within a range under the Judicial Salary Plan from Grade 11 at $ 81,745 to Grade 14 at $186,629. The position offers federal employment benefits, including paid vacation, paid sick time, paid holidays, health insurance, life insurance, retirement plan, and participation in the Thrift Savings Plan (401k). Teleworking is available, consistent with office policy, court obligations, and position duties.

HOW TO APPLY

To apply for this position, email a single PDF containing a cover letter, resume, three references, and a writing sample to CTX_hiring@fd.org. Please include the job announcement number in the subject line.

We especially encourage applications from members of the BIPOC community, people affected by the criminal legal system, and people from other underrepresented and historically marginalized groups. We are interested in applicants' talent, intelligence, dedication, and desire to see that all people are treated fairly and respectfully, no matter the allegation or circumstance.

The Federal Public Defender for the District of Connecticut is an equal opportunity employer.