

FEDERAL DEFENDERS OF SAN DIEGO, INC.

THE COMMUNITY DEFENDER ORGANIZATION FOR THE SOUTHERN DISTRICT OF CALIFORNIA

POSITION ANNOUNCEMENT – Mitigation Specialist

The Federal Defenders of San Diego, Inc., (FSDSI) has an opening for a Mitigation Specialist position in our San Diego office. FSDSI is the Community Defender Organization for the Southern District of California (San Diego and Imperial Counties). FSDSI operates under authority of Title 18, United States Code, Section 3006A(g)(2)(A), to provide federal criminal defense services by court appointment to individuals unable to afford counsel. FSDSI is a private, non-profit corporation and not civil service or federal employers. A large part of the caseload involves immigration related offenses, drugs, human trafficking, fraud, bank robbery, forgery and internet related crimes.

Job Description: The Mitigation Specialist will assist attorneys in investigating, analyzing, developing, and presenting mitigation evidence. Develop and maintain relationships with clients, their family members, local social service providers, pretrial service and probation officers, and other entities to support both the client and attorney. Interview clients and relevant persons in a culturally competent manner. Locate and conduct witness interviews to discover information to assist the attorney in advocating for pretrial release, and develop all mitigating circumstances in the client's life to assist at trial or sentencing. Obtain necessary client signatures and ensure all release forms are current and timely. Investigate, validate, and report to attorney all aspects of client's life history from multiple sources including vital records, social services records, educational records, employment and personnel records, military records, medical/health records, arrest reports, institutional records, community records, and interviews with persons relevant to the client. Determine what experts might be consulted and potentially retained to evaluate the client for substance abuse or mental illness. Facilitate client's entry into treatment, housing, educational or vocational programs. Maintain sufficient knowledge of current research and trends in areas such as substance abuse, mental health, and effects of incarceration. Assist the attorney in court where requested, including preparing sentencing presentations and testifying. Demonstrated commitment to working with indigent, under-served, marginalized and diverse communities preferred.

Applicants must possess the ability to work both independently and in a team environment, communicate effectively both orally and in writing, be accurate and attentive to detail, compose correspondence independently, organize work, set priorities and meet critical deadlines. Applicants must be able to travel as necessary, including possible travel to Mexico. Other duties as assigned.

Requirements and Qualifications: Applicants must have a bachelor's degree and relevant experience at a minimum. A candidate with an advanced or graduate degree in social work is strongly preferred. A candidate with a degree in or related to a field such as social work, anthropology, psychology, sociology, law, criminal justice; or a bachelor degree with at least three years' experience investigating and developing mitigation evidence after graduation is preferred. The applicant must pass a background investigation; have a valid California driver license and insured vehicle. Applicant must be able to work flexible hours. The ability to speak, read and write Spanish is preferred.

Salary and Benefits – Salary will be commensurate with experience. Salary range: JS-12/1 starting at \$89,383 to JS-14/1 starting at \$125,600. The position does include employee benefits including health and life insurance as well as a 401k plan. Salary is payable only by Electronic Funds Transfer (direct deposit). All positions are at will and are subject to the availability of funds. Employment is subject to a satisfactory background investigation. All education, experience, training and certifications will be verified.

How to Apply- Interested applicants are invited to apply by submitting a single pdf document that includes a cover letter, resume, and three references via email to the attention of:

Kymberly Bryant, Personnel Administrator

CAS_Employment@fd.org

Subject: Mitigation Specialist Position – San Diego

Position open until filled. Please, no telephone inquiries.

Federal Defenders of San Diego, Inc. is an equal opportunity employer. Selection of position will be based solely on merit without regard to race, color, religion, religious creed (including religious dress and religious grooming), sex (including pregnancy, perceived pregnancy, childbirth, breastfeeding, or related medical conditions), gender, gender identity (including transgender identity and transitioning), gender expression and sex stereotyping, national origin, ancestry, citizenship, age, physical or mental disability, legally protected medical condition or information (including genetic information), family care or medical leave status, military caregiver status, military status, veteran status, marital status, domestic partner status, sexual orientation, status as a victim of domestic violence, sexual assault or stalking, enrollment in a public assistance program, engaging in protected communications regarding employee wages, requesting a reasonable accommodation on the basis of disability or bona fide religious belief or practice, or any other basis protected by local, state, or federal laws.