

POSITION ANNOUNCEMENT 26-06

Investigator – Richmond

Office of the Federal Public Defender
Eastern District of Virginia



The Office of the Federal Public Defender for the Eastern District of Virginia is accepting applications for an Investigator position in our Richmond location. Pursuant to the Criminal Justice Act, 18 U.S.C. § 3006A, the office provides legal representation to indigent defendants in federal criminal cases and related matters.

Investigators are integral to case development from start to finish, supporting attorneys through evidence gathering, discovery review, investigative planning, and sentencing mitigation. The investigator role is field-intensive, requiring witness interviews, crime-scene work, and travel across a large geographic area. The position demands strong interpersonal and communication skills to work effectively with individuals from diverse backgrounds, including those facing substance use and mental health challenges. Investigators are expected to be proactive and invested in their cases, independently identifying leads, coordinating with experts, and providing strategic feedback. Core responsibilities include collecting and organizing records, locating and interviewing witnesses, handling physical and digital evidence, utilizing investigative databases and forensic tools, assisting at hearings and trials, testifying when necessary, and thoroughly investigating clients' backgrounds to support mitigation and alternative sentencing options. This position may require work on holidays, evenings, and weekends, as the nature of assigned cases require.

Requirements: Applicants must be high school graduate or the equivalent and must have a minimum of six years of related investigative experience (three years of general and three years of specialized). Education above high school level in accredited institutions may be substituted for general experience. Commitment to the indigent and personal integrity are essential. Experience working as a criminal defense investigator with a Public Defender office or similar organization is preferred. Comprehensive knowledge of fact and mitigation investigation principles, methods, and techniques are imperative, as is the ability to identify and evaluate pertinent facts. The applicant should possess the ability to write clearly and present complex and interrelated concepts and ideas. Must have computer skills and social media literacy, familiarity with Windows operating systems, and proficiency with Microsoft Office applications and Adobe Acrobat. Familiarity with digital forensic review tools such as Cellebrite is preferred. The applicant selected for this position must demonstrate a willingness to become proficient with new computer software. Applicants with law enforcement experience and/or experience working with attorneys in preparing cases for litigation, including identifying, locating and interviewing witnesses are encouraged to apply. A working knowledge of the criminal justice system is strongly preferred. Travel will be necessary and a valid driver's license is required.

The physical demands of the position are those required to successfully perform the duties described above. Reasonable accommodations will be made to enable individuals with disabilities to perform these essential functions. The individual must occasionally lift and/or move 25-50 pounds.

Starting Salary and Benefits: Starting salary will be commensurate with the experience and qualifications of the applicant, within a range from \$64,475 - \$170,806 per annum. The position offers federal employment benefits that include, in part, paid vacation, paid sick time, paid holidays, health insurance, life insurance, retirement plan and participation in the Thrift Savings Plan (401k). Salary is payable only by Electronic Funds Transfer (direct deposit). Telework and flex scheduling consistent with court obligations and position duties are available to all employees.

How to Apply: To be considered for this position, email a single PDF containing a completed AO78 Judicial Branch Application, cover letter, and resume to FPDedva_hiring@fd.org. This position will remain open until filled with preference given to those who apply by April 10, 2026. You must include the job announcement number in the subject line. For required documents or additional information, visit the Employment section of <https://vae.fd.org>. Only those selected for an interview will be contacted; please do not contact the office.

The position is "at-will" employment in the excepted service and does not carry the tenure rights of the competitive civil service. The final candidate will undergo an FBI background check and employment is conditional upon its completion. This position is subject to the availability of funds. All responses will remain confidential. More than one position may be filled from this announcement.

The Federal Public Defender is an equal-opportunity employer.