

**FEDERAL PUBLIC DEFENDER
DISTRICT OF NEW MEXICO**

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**POSITION ANNOUNCEMENT
2026-22**

Position: Second Level Supervisory Assistant Federal Public Defender
Opening Date: October 19, 2026
Target Start Date: November 2026
Salary Range: \$76,748 - \$197,100

Location: Las Cruces, NM
Closing Date: October 30, 2026
Office Website: <https://nm.fd.org/>

The Federal Public Defender for the District of New Mexico is accepting letters of interest for the full-time Second Level Supervisor for the Las Cruces office. The Second Level Supervisor occupies the Branch leadership position, recommending actions and making decisions that affect central content and character of the organization's legal operations. This is an exciting leadership opportunity in Las Cruces to help shape the future of the office. This position will work with the FPD and Administrative team to supervise and support the legal operations of the office. The Second Level Supervisor supervises all Las Cruces legal staff and attorneys, including other supervisory attorneys. The Second Level Supervisor reports directly to the Federal Public Defender or their assigned designee.

Primary Job Duties:

- Directly supervises attorneys and other staff in order to provide clients with high quality, zealous legal representation.
- Supports and is aware of office litigation.
- Ensures attorneys and legal staff members are well trained to perform their duties. Training topics may include current case law developments, advocacy in the courtroom, and developing advanced skills in written, oral, and interpersonal communications.
- Ensures staff attorneys are provided with adequate support and services in order to represent their clients.
- Communicates in a supervisory capacity with the court, opposing counsel, other agencies, clients and the families of clients concerning case-related issues.
- Performs administrative tasks for time and leave approval, case assignments, and case reviews.
- Equitably assigns cases and reviews distribution methods regularly.
- Partners with FPD and administrative staff regarding personnel actions involving all branch staff members. These actions include: hiring, performance reviews, mediation and negotiation.
- Oversees the development of office internship and fellowship programs, including recruiting, selecting, supervising, mentoring and training interns, externs, and fellows.
- May provide the CJA Panel with training, information and support.
- Identifies, communicates, and positively resolves internal and external issues which might negatively impact the operations of the defender organization.
- Oversees operations of the defender organization, ensuring costs are kept within allocated budget levels.
- Attends ongoing leadership development and management training.
- Performs all other duties as assigned

Qualifications:

The Second Level Supervisor must be an attorney with a significant history of practice in the area of criminal law. Familiarity with the provision of defense services, in either the public or private sector, is necessary. Previous supervisory experience is highly preferred.

Selected candidate must exhibit:

- The ability to supervise the work of others.
- Mentoring experience and strong people management and leadership skills.
- A comprehensive knowledge of legal principles, practices, methods and techniques.
- The ability to identify and evaluate pertinent facts and regulations, policies and precedents.
- Skill and judgment in the analysis of cases and legal opinions.
- Ability to manage fluctuating high caseloads and implement change or restructuring as needed.
- An understanding of criminal law, criminal procedure, and evidence.
- Experience performing progressively responsible duties as a lawyer.
- Strong communication skills and ability to address questions and concerns timely, clearly, and diplomatically.
- Conflict resolution skills, mediation skills, and ability to find and address alternative resolutions.
- Ability to establish and maintain effective professional working relationships with the Court and other federal, state, and local criminal justice agencies.
- The skills and ability to execute the duties of the position.

Additionally, this position must maintain a minimal case load in order to dedicate their energy and focus towards management responsibilities and duties.

Salary and Benefits:

This is a full-time, at-will position within the federal judiciary. The salary range is \$76,748 to \$197,100, based on experience and qualifications. The position includes a comprehensive benefits package, featuring health, dental, vision, and life insurance; 13 to 26 days of annual leave depending on years of service; 13 days of sick leave per year; and 12 weeks of paid parental leave after one year of service. We observe 11 paid federal holidays. Employees must participate in the Federal Employees Retirement System (FERS), and may contribute to the Thrift Savings Plan (TSP) with up to 5 percent government matching. The position is eligible for Public Service Loan Forgiveness (PSLF) and includes access to the Employee Assistance Program (EAP) for wellness and support resources, credit for prior federal service, and regular continuing legal education opportunities. A one day per week telework option may be available depending on office needs.

How to Apply:

Interested applicants should submit a single pdf document that includes a cover letter, resume, and three references via email to the attention of:

Margaret Katze, Federal Public Defender
FDNM-HR@fd.org
Subject: 2026-22 Second Level Supervisory AFD

Application Deadline: October 30, 2026.

The position is subject to funding availability. Please, no phone inquiries. Only candidates selected for an interview will be contacted.

Conditions of Employment:

Employment is subject to a background check, including fingerprinting. This position is part of the excepted service and does not carry Civil Service tenure. U.S. citizenship or authorization to work in the U.S. and receive compensation as a federal employee is required. Salary is paid via direct deposit.

Commitment to Diversity, Equity, & Inclusion:

Our office values diversity and is committed to equity and inclusion. We aspire to embody values of mutual respect, collaboration, openness, and humility that honor the people we represent. Our representation is better when members of the defense team and staff members have diverse backgrounds and experiences. In our hiring, we seek individuals who share these values. We embrace the unique backgrounds, social identities, and lived experiences our employees bring to our office. We are interested in applicants' talent, diligence, and desire to see that all people are treated fairly and respectfully – no matter the allegation or circumstance.