



FEDERAL PUBLIC DEFENDER OFFICE NORTHERN DISTRICT OF TEXAS

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Vacancy Announcement

Position: Mitigation Specialist – Trial Division

Location: Dallas or Fort Worth Division

Application Deadline: Until Filled

The **FEDERAL PUBLIC DEFENDER** for the Northern District of Texas is accepting applications for **two full-time Mitigation Specialists in the Trial Unit**. The positions may be located in either our Dallas or Fort Worth offices. The Federal Defender organization operates under authority of the Criminal Justice Act, 18 U.S.C. § 3006A, to provide defense services in federal criminal cases and related matters by appointment from the court. Through an interdisciplinary team approach, we provide our clients with the highest level of legal representation.



Commitment to Diversity: The Federal Public Defender's Office is an Equal Opportunity Employer that is committed to improving diversity in the legal field. It is critical to our clients' representation that the office be composed of individuals from diverse races, ethnicities, cultures, and backgrounds. Candidates who fit this description are encouraged to apply.

Trial Unit 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, investigators, paralegals, and legal assistants. 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;
- Cultivating and maintaining 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, including those related to birth, education, employment, mental health, and other sources;
- 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, including psychologists, psychiatrists, and other specialized professionals;

- While the position will be based in either the Dallas or Fort Worth office, travel to our Lubbock and Amarillo offices 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 salary for the position will fall within a range of \$81,186 - \$177,762 (JSP-11, Step 1 to JSP-14, Step 10) and is heavily dependent on prior 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 mitigation investigators, and direct one-on-one supervision with the Chief Investigator.

Ongoing Education: Training in mitigation investigation, cultural competence, anti-racism, and trauma-informed care are critical to the mission of the office. The mitigation specialist will have access to internal, statewide, and national training opportunities.

Qualifications:

- At least one year of prior experience as a mitigation specialist is preferred;
- A demonstrated commitment to working with marginalized communities is required;
- A graduate degree in social work or other mental health field is highly preferred;
- Ability and desire to continue learning and applying 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 on investigative efforts;
- Fluency in Spanish is preferred but not required;
- 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 to TXN_Employment@fd.org **in a single Adobe PDF file using the subject line “2026 Trial-Mitigation Specialist”** and the following:

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

Submissions that do not follow this format will not be considered. Only those selected for an interview will be contacted.