

Southern District of Alabama Federal Defenders Organization

POSITION ANNOUNCEMENT MITIGATION SPECIALIST

The Southern District of Alabama Federal Defenders Organization is accepting applications for the position of mitigation specialist. The mitigation specialist will assist attorneys in investigating, analyzing, developing and presenting mitigation evidence gleaned from the life history of our clients. The mitigation specialist will gather and summarize social history records and will discover 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 history. The mitigation specialist will consult with experts, develop and maintain relationships with clients, their family members, local social service providers, and pretrial service officers, and perform other tasks as required.

Requirements: The successful applicant will have a MSW or a graduate degree with at least 2 years experience in the investigation and development of mitigation evidence or in a related field such as social work or drug and alcohol abuse. Applicants should have a commitment to providing quality representation to indigent defendants and have a reputation for personal integrity, and must have a working knowledge of the criminal justice and correctional systems, as well as psychology and psychological testing.

Duties: The mitigation specialist must have substantial investigative, interviewing and writing skills, as is the ability to locate, obtain, review, analyze and summarize relevant records. Successful applicants will be able to prioritize projects and work both independently and cooperatively. A minimum of two years comparable work experience is preferred. Travel is a requirement for this position. The Southern District of Alabama stretches from Mobile County, Alabama to Hale County, Alabama and travel may be required throughout the district.

Fluency in Spanish is a plus.

Salary/Benefits: This position is full-time with salary and benefits. This position is subject to mandatory electronic funds transfer (direct deposit). The successful candidate will be subject to a general background check as a condition of employment. All positions are at-will and are subject to the availability of funds.

How to Apply: Qualified applicants may apply by sending via e-mail a letter of interest to Carlos Williams, Executive Director, resume, three references and a writing sample in a single pdf document to Southern District of Alabama Federal Defenders Organization, Subject: Mitigation Specialist at ALS_Employment@fd.org no later than March 10, 2026.

*The Southern District of Alabama Federal Defenders Organization
is an Equal Opportunity Employer*