**Office of the Federal Public Defender**
**Middle District of Florida**
**Charles L. Pritchard, Jr.**
**Federal Public Defender**

**Vacancy Announcement #2027-002** **Posting: October 30, 2026**
**Position Title: Investigator/Mitigation Specialist** **Closing Date: November 25, 2026**
**Duty Station: Jacksonville, FL** **Permanent Full-Time**

The Federal Public Defender for the Middle District of Florida is accepting applications for the position of Investigator/Mitigation Specialist in the Jacksonville office. Applicants should have a commitment to providing quality representation to indigent defendants, a reputation for personal integrity, and a working knowledge of the criminal justice system.

**Description/Duties:** The investigator plays an integral role in the development and work-up of a case. The investigator must possess excellent communication skills and will be required to work in a team atmosphere. The duties will include, but are not limited to, locating and interviewing witnesses, retrieving documents or tangible evidence, serving subpoenas, and visiting crime scenes. Applicants are required to have experience in reviewing and handling extensive documentation. Experience with investigations involving mitigation is essential. Investigators will have writing responsibilities to include reports of witness interviews, case analysis, and investigative and mitigation findings. The investigator will be responsible for managing a caseload and adhering to case deadlines. At times, the investigator may need to testify in court. The applicant must be willing to work long hours, weekends, and holidays as needed, (sometimes on short notice) as well as some overnight travel both in and out of state as required. Telework is available subject to the supervisor's determination of office requirements.

**Requirements:** A Bachelor's degree in criminal justice, social work, or a closely related field from an accredited college or university is required. Candidates must have a minimum of six (6) years of investigative experience, consisting of at least three (3) years of general investigative experience (broad investigative or fact-finding work, such as roles in criminal justice, background research, or social services) and at least three (3) years of specialized investigative experience (in-depth, defense-oriented work directly relevant to federal criminal cases, such as mitigation/social history investigations, witness location and interviewing in criminal matters, evidence gathering, report writing for defense purposes, or similar support in indigent defense or criminal proceedings). A Master's or higher degree in criminal justice or social work may be substituted for up to two years of general investigative experience. Strong organizational skills and broad familiarity with computer programs and systems are required, including demonstrated proficiency in Adobe Acrobat, CaseMap, and TimeMap. Familiarity with using the internet for research purposes is highly desirable. This position demands considerable discretion, resourcefulness, creativity, initiative, tact, and drive, along with a strong ability to analyze and evaluate facts, evidence, and related information, as well as excellent interpersonal skills. A valid State of Florida driver's license is required, and the ability to speak fluent Spanish is strongly preferred.

**Physical Requirements:** Extended periods of driving or riding in a car are necessary, and an applicant must be able to occasionally lift and or move up to 25 pounds.

**Salary and Benefits:** The starting salary for an Investigator falls within a range of **$74,678 to $163,514 per annum**. The salary of the successful applicant will be dependent upon and commensurate with the person's qualifications and experience. The position offers federal government employment benefits,

including participation in health and life insurance, retirement, and the Thrift Savings Plan. Salary is payable only by Electronic Funds Transfer (direct deposit).

**Conditions of Employment:** Applicants must be U.S. citizens or eligible to work in and for the United States. Appointment to this position is contingent upon successful completion of an FBI name and fingerprint check. Employees of the Federal Public Defender are members of the judicial branch of government. They are considered at-will, are not covered by the Civil Service Reform Act, and can be terminated with or without cause.

**How to Apply:** Qualified persons may apply by submitting **a letter of interest outlining their experience, resume, writing sample, and three professional references in a single Adobe PDF format**. An email confirming receipt of the PDF will be sent to all applicants. **Applications must be received by 5:00 p.m. on Wednesday, November 25, 2026.** Submissions that are incomplete or fail to follow the instructions above will not be considered.

Please send your submission to attention:

**Office of the Federal Defender, Middle District of Florida**
**Jesus DeJesus, Human Resources Assistant**
**FLM_HumanResources@fd.org**

Only those selected for interview will receive further communication.

**The FPDO provides reasonable accommodations to applicants with disabilities. The decision on granting reasonable accommodations will be made on a case-by-case basis.**

The FPDO is a branch of the U.S. Courts, an **Equal Opportunity Employer**, and operates under authority of the Criminal Justice Act, 18 U.S.C. § 3006A, to provide indigent defense services in federal criminal cases and related matters in the federal courts. We provide equal opportunity for all qualified people who desire to use their skills and abilities in our workplace on behalf of our clients, regardless of gender, sexual orientation, race, ethnicity, nationality, religion, or disability.