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

Vacancy Announcement #2027-003 **Posting: October 30, 2026**
Position Title: Research & Writing Specialist (Appellate) **Closing Date: November 25, 2026**
Duty Station: Negotiable, Telework Possible **Permanent Full-Time**

The Federal Public Defender for the Middle District of Florida (MDFL) is accepting applications for a full-time, Research and Writing Specialist (Appellate Attorney) in the MDFL. **Duty station is negotiable. Full-time telework will be considered for the right candidate**. The appellate unit is committed to the pursuit of justice by aggressively advocating in federal court for the constitutional rights and inherent dignity of individuals who are convicted of crimes and who the Court determines cannot fund their own defense.

Requirements: The successful applicant must be a graduate from an accredited law school and a member in good standing of the Florida Bar (preferred) or any other state bar. Applicants should have a commitment to providing quality representation to indigent defendants, a working knowledge of the criminal justice system, and a reputation for personal integrity. Applicants must be effective and thoughtful communicators with clients, colleagues, and staff. Applicants should be team-oriented and collaborate with other attorneys, paralegals, investigators, staff, and experts. This position requires strong legal research, word processing, and interpersonal communication skills as well as the ability to identify and analyze legal issues from lengthy, complex records and write clearly, concisely, and persuasively.

Duties: R&WS appellate attorneys represent indigent clients in their federal appellate and post-conviction proceedings. R&WS attorneys carry a full caseload, representing clients throughout the appellate process, including briefing and oral argument in the appellate court and filing petitions for certiorari in the United States Supreme Court. R&WS attorneys also work with trial attorneys to ensure preservation of legal issues in the district court and represent clients in post-conviction proceedings, including collateral attacks and motions for reductions in sentence. Regular responsibilities include researching the law, developing litigation strategies, digesting large records and case files, drafting briefs and motions, presenting oral arguments, filing petitions and post-conviction motions, and working with clients. This position may require work on holidays, evenings, and weekends, as the nature of the cases requires.

Selection Criteria: The successful applicant will demonstrate a passion for and dedication to indigent criminal defense, commitment to client-centered representation, and the ability to work as part of a team. The selectee will have a clearly demonstrated aptitude for excellence in federal appellate and post-conviction practice and a reputation for integrity. The successful applicant will have strong legal research and oral advocacy skills, the ability to analyze complex legal issues, and the ability to write clearly and concisely. Applicant also must be able to communicate effectively with clients, witnesses, colleagues, and court and agency personnel; work effectively in a team-based environment; possess strong oral and interpersonal skills; be able to work independently and set priorities to meet critical deadlines; and be committed to providing the highest quality representation to indigent defendants.

Salary and Benefits: The starting salary for an R&WS (Appellate) falls within a range of **$61,722 to $192,331 per annum (including locality pay)**. The salary of the successful applicant will be dependent upon and commensurate with the person's qualifications and experience. This is a full-time position with

federal government employment benefits, including health and life insurance, retirement, and 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" and can be terminated with or without cause. Employees are not covered by the Civil Service Reform Act. Hiring is subject to the availability of funds.

How to Apply: Qualified persons may apply by submitting **a letter of interest, resume, three professional references (including email addresses), and two recent legal writing samples, preferably at least one of which is an excerpt from an appellate brief. Submissions should be in a single, Adobe PDF**. **Preference will be given to applications received by 5:00 p.m. on Wednesday, November 25, 2026.** An email confirming receipt of the required PDF will be sent to all applicants. 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 Public 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.