Federal Public Defender
Alejandro B. Fernandez

Assistant Federal Defenders
H. Samuel Ansell
Steven L. Barth
Barclay T. Johnson
Emily C. Kenyon
Sara M. Puls

Office of the Federal Public Defender
District of Vermont

Position Announcement – Assistant Federal Public Defender

The Federal Public Defender for the District of Vermont is looking for a trial attorney, or an appellate attorney with trial-court ambitions, to join our small but vibrant team.

The Office operates pursuant to the Criminal Justice Act (CJA), 18 U.S.C. §3006A, providing committed defense to each of our clients who cannot afford to hire counsel. We are in Burlington, VT, with the option of a hybrid work schedule. Hiring is subject to available funding.

Position Description and Qualifications

Our team provides enthusiastic and expert defense to each of our clients. As an AFPD you will handle all stages of a federal criminal case, petitions alleging violations of supervised release, and ancillary matters as they arise. Experience with or the desire to pursue cases on appeal is a plus.

The successful candidate will:

- Be dedicated to the representation of people who have been accused of crime and have the personal integrity to do so with distinction;
- Possess strong legal research, writing, and oral advocacy skills;
- Have at least two years of criminal defense experience or other relevant experience as an attorney;
- Be able to articulate the role poverty, gender, and race play in policing and punishment;
- Embrace the diversity within our staff and client population;
- Be able to effectively collaborate and critically reflect in a group environment; and
- Be an attorney in good standing of any state bar and be a member of, or eligible for immediate admission to, the United States District Court for the District of Vermont. (*See*, Local Rules, District of Vermont, 83.1(a)).

Salary and Benefits

The salary for the Assistant Federal Public Defender will follow the guidelines set by the Judiciary Salary Scale for Assistant Federal Public Defenders, which are equivalent to that of Assistant United States Attorneys. The starting salary range is $78,315 - $183,755. The position includes regular U.S. Government employment benefits—generous paid time off including annual and sick leave (13 days of each) and 11 federal holidays; health, dental, vision, and life insurance; a retirement system; opportunities to attend national and local trainings; and professional development and career advancement offerings. Salary is payable only by Electronic Funds Transfer (direct deposit). The position is in the excepted service and does not carry the tenure rights of the competitive Civil Service. The successful candidate will be subject to an FBI background check as a condition of employment.

How to Apply

Please email a cover letter, resume, and three references to stephanie_baer@fd.org. Please include "2027-01 AFPD Application" in the subject of the email. Applications must be received by December 4, 2026. The Federal Public Defender for the District of Vermont is an Equal Opportunity Employer. If you are not sure you qualify, we'd rather you apply than not.

95 Pine Street, Suite 150
Burlington, VT 05401

Tel: 802-862-6990 | Fax: 802-862-7836
vt_fpd@fd.org | https://vt.fd.org