



OFFICE OF THE FEDERAL PUBLIC DEFENDER

Western District of Arkansas

Federal Defender, James B. Pierce

Announcement No: 2026 – 01

Position Title: Assistant Federal Public Defender

Location: Fayetteville, Arkansas

Salary Range: \$76,748 - \$180,078

Date: March 02, 2026

Position: Full-Time

Website: <http://arw.fd.org>

Closing Date: Until filled

Benefits: Health, Vision, Dental, & Life Insurance. Flexible Spending Program. 11 paid federal holidays. 13 days of paid sick leave annually, that accumulates if unused and has no cap. Up to 13 days of paid vacation annually that accumulates if unused with a 240-hour cap; vacation leave increases based on years of service. Paid Parental Leave of 12 weeks after one year of full-time employment. Thrift Savings Retirement Plan with up to 5% matching contributions. Public Service Loan Forgiveness, if qualified. Employee Assistance Program (confidential counseling). Paid training opportunities.

Salary: Bi-weekly via direct deposit. All employees of the office are “at will”, and all positions are subject to available funding.

This position requires on-site, in-person work; ad-hoc teleworking is occasionally available on an approval basis.

WHO WE ARE

The Federal Public Defender 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. The Western District of Arkansas represents indigent persons charged in alleged criminal offenses in the U. S. District Court and the Eighth Circuit Court of Appeals.

Our main office is located in the heart of downtown Fayetteville <https://www.experiencefayetteville.com/>, with branch offices in Fort Smith <https://www.fortsmithar.gov/> and El Dorado <https://www.goeldorado.com/>. We currently have 15 staff members that comprise a diverse team of attorneys, paralegals, investigators, and administrative staff. We strive to have a close-knit office culture that encourages learning, team-building, support of each other, and support of our mission.

REQUIREMENTS

Applicants must:

- Be a graduate of an accredited law school, admitted to practice in good standing before the highest court of a state
- Be licensed to practice in the U. S. District Court, State of Arkansas, and the Eighth Circuit Court of Appeals by the time of entrance on duty.
- Have excellent research and writing skills and oral advocacy skills. Spanish language skills valued but not required.
- The ability to organize, prepare for and try major cases, produce substantial written work, and understand the complexities of federal criminal law and sentencing mitigation.
- Be able to research, draft, format, and file electronically.
- Possess a valid driver’s license and personal vehicle for field investigation and client visits.
- Subject to a satisfactory background check.
- Federal Public Defender attorneys may not engage in the private practice of law.

DUTIES

The Assistant Federal Public Defender will represent clients charged with federal criminal offenses and clients involved in other matters covered under the Criminal Justice Act. The work includes managing a caseload with cases at varying stages of litigation; preparing pleadings, briefs and motions; appearing on behalf of clients in court hearings and other related proceedings; developing litigation and sentencing strategies; meeting with clients, experts, witnesses, and family members; and other duties as assigned.

SELECTION CRITERIA

Applicant will have clearly demonstrated aptitude for excellence in criminal defense practice, a commitment to the representation of indigent accused persons, and a reputation for personal integrity. Applicant must also possess the ability to communicate effectively with clients, witnesses, colleagues, staff, and court and agency personnel. At least three years of experience in handling federal criminal cases is preferred.

HOW TO APPLY

Submit a letter of interest, resume, three (3) professional references and a recent writing sample in **PDF format** to: Anna Adams, Administrative Officer: anna_adams@fd.org, using the subject line “2026-01 AFD”

No Phone Calls, Please

Local candidates will be interviewed on location in Fayetteville office, and non-local interviews will be conducted via TEAMS or Zoom.

*The Federal Public Defender is an equal opportunity employer.
All encouraged to apply.*