

OFFICE OF THE FEDERAL PUBLIC DEFENDER FOR THE NORTHERN DISTRICT OF NEW YORK



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VACANCY ANNOUNCEMENT #26-AFD-01

(More than one position may be filled from this announcement)

Position: Assistant Federal Public Defender
Location: Albany or Syracuse, New York
Opening date: January 6, 2026
Closing date: Open Until Filled (Applications will be reviewed on a rolling basis)
Starting Salary: \$82,459 - \$197,100 depending on experience and locality
Target Start Date: February 2026
Office Website: <https://nyn.fd.org/>

The Office of the Federal Public Defender, Northern District of New York, is accepting applications for an Assistant Federal Public Defender for the Albany or Syracuse, New York office. The Federal Public Defender organization 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 federal court. Assistant Federal Public Defenders may not engage in the private practice of law.

Duties: The Assistant Federal Public Defender will zealously represent clients charged with federal criminal offenses and clients involved in other matters covered under the Criminal Justice Act. The position requires travel for investigation, litigation, and training, and may involve foreign travel.

Qualifications/Requirements: An Assistant Federal Public Defender must be: (1) a graduate of an accredited law school; (2) licensed by the highest court of a state, federal territory, or the District of Columbia; (3) a member in good standing in all courts where admitted to practice; (4) admitted to practice in the U.S. District Court for the Northern District of New York by commencement of employment. Applicants must possess a minimum of three years federal criminal experience, or similar litigation experience. Appointment is subject to a satisfactory background investigation,

including an FBI name and fingerprint check and an IRS tax check. Applicants must be a United States citizen or authorized to work in the United States and possess a valid driver's license.

Selection Criteria: The successful applicant will have an established capacity or clearly demonstrated aptitude for excellence in criminal defense practice, a commitment to the representation of indigent accused persons, and a reputation for personal and professional integrity. Experience in handling federal criminal cases is required. Spanish and/or other foreign language proficiency is preferred, but not required.

Benefits: This position is full-time with a comprehensive benefits package that includes:

- Generous Health/Vision/Dental/Life Insurance Coverage
- Dependent and Long-term Care Insurance Programs
- Flexible Spending Accounts
- Commuter Benefit Program, including Mass Transit and Parking Reimbursement Accounts
- Earned paid time off, including paid sick leave
- 11 Paid Federal Holidays
- Up to 12 weeks of Paid Parental Leave
- Mandatory participation in the Federal Employees Retirement System
- Optional participation in the Thrift Savings Plan retirement account with up to 5% agency matching contributions
- Eligibility for Public Service Loan Forgiveness (PSLF)
- Employee Assistance Program (confidential counseling and assistance)
- Credit for prior federal service

Commitment to Diversity, Equity, & Inclusion: Our office values diversity, is committed to equity and inclusion, and aspires to create a culture of mutual respect, collaboration, openness, and humility that honors the people we represent. We believe representation is better when members of the defense team have diverse backgrounds and experiences. We seek an individual who shares this belief and commitment. We embrace the unique contributions our employees can bring to the Office of the Federal Public Defender because of their backgrounds, social identities, and lived experiences. We are interested in applicants' talent, intelligence, dedication, persistence, and desire to see that all people are treated fairly and respectfully. The Office of the Federal Public Defender seeks applications from a diverse group of qualified individuals in terms of race, ethnicity, nation of origin, culture, sex, gender identity and expression, sexual identity, education, opinions, age, languages spoken, veteran status, disability, religion, and socioeconomic circumstance. We especially encourage applications from members of the BIPOC community, people affected by the criminal legal system, and people from other underrepresented and historically marginalized groups.

Salary: The starting annual salary range for this position is \$82,459-\$197,100. Starting salary will be determined based on experience and qualifications. The position is in the excepted service and does not carry the tenure rights of the competitive Civil Service. All employees of the office are "at will," and all positions are subject to fluctuations in workload and funding. Salary is payable only by electronic funds transfer (direct deposit).

How to Apply: Qualified persons may apply by forwarding the following:

1. Letter of interest.
2. Resume with three professional references who are familiar with applicant's legal experience.

3. Recent representative writing sample.
4. Completed AO78 Application for Judicial Employment.

Legal experience should be described in detail. Send the completed application package in a **single** pdf document to: michelle_teska@fd.org using the subject reference: **Assistant Federal Public Defender – ALB/SYR. Initial Application deadline is February 6, 2026.**

Rolling interviews will be conducted; this position is open until filled and subject to funding availability. More than one position may be filled from this posting. Interested applicants are encouraged to apply as soon as possible. All responses will remain confidential. Only those selected for an interview will be contacted.

The Office of the Federal Public Defender is an equal-opportunity employer.