

**FEDERAL DEFENDERS  
MIDDLE DISTRICT OF ALABAMA  
FEDERAL DEFENDER PROGRAM, INC.**

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**CECILIA VACA**  
Executive Director

**POSITION ANNOUNCEMENT**  
**Appellate Attorney**

The Middle District of Alabama Federal Defender Program, Inc., in Montgomery, Alabama, is accepting applications for a full-time attorney in the appellate unit.

Appellate attorneys primarily represent indigent defendants in direct criminal appeals. Core job duties include counseling clients with respect to their appeals and preparing briefs and presenting oral argument in the Eleventh Circuit Court of Appeals. Appeal unit attorneys also assist trial attorneys in complex cases and represent petitioners in a variety of postconviction matters brought in the district court. They are expected to develop and maintain expertise in multiple areas of law and provide training and assistance as needed by the office.

Criteria for this position includes creativity, intellectual acuity, energy, and enthusiasm; as well as excellent research, writing, advocacy, and instructional skills; ability to communicate and work well with others and on a case team; demonstrated interest in criminal defense issues; commitment to community and intern training; and commitment to obtaining justice for indigent persons. Overnight travel is occasionally required for oral argument. Applicants must be a member in good standing of a State Bar by the initial hire date, have a driver's license and appropriate motor vehicle insurance. Attorneys in this office may not engage in private practice.

Salaries for all positions depend on experience and are comparable to salaries provided to comparable positions in the Office of the U.S. Attorneys. This office provides excellent benefits.

To apply for any position, email a letter of interest, resume, two representative writing samples, and three professional references in a single PDF document to: [ALM\\_Employment@fd.org](mailto:ALM_Employment@fd.org). No phone calls, please.

Applications will be accepted through close of business on February 27, 2026. Hiring is dependent upon the appropriation of funding and approval of the funding source.

This program is an Equal Opportunity Employer and provides 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, national origin, age, religion or disability. This program is committed to a diverse staff.