

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

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CECILIA VACA  
Executive Director

**POSITION ANNOUNCEMENT**  
**Capital Habeas Investigator**

We're looking for an advocate who believes the Constitution's protections must remain strongest where the stakes are highest.

The Federal Defender Program for the Middle District of Alabama is seeking a **Capital Habeas Investigator** to join our team in Montgomery. This is a meaningful opportunity to carry forward a profound civil rights legacy by ensuring that the promise of justice extends to every person, especially those society has too often forgotten.

In our Capital Habeas Unit (CHU), we provide zealous post-conviction representation to indigent prisoners on Alabama's Death Row, working to uncover the facts and stories that safeguard fundamental rights in federal court.

**What you'll be doing:**

This is front-line work that requires boots-on-the-ground. You will locate and interview witnesses, experts, and family members to build comprehensive social histories and case narratives. You'll visit crime scenes, gather and organize records, and analyze complex case documentation to develop mitigation themes. As a core member of an interdisciplinary team, you will also serve subpoenas, testify in court, and assist attorneys and other office staff in preparation for court proceedings.

**What we're looking for:**

We need a resourceful individual with the initiative and drive that is required to provide exceptional, client-centered advocacy.

- **Background:** A degree in Social Work, Criminal Justice, Journalism, or other related field is desirable. While we value experience in criminal investigation or information gathering, **education or varied prior experience** (including non-legal fields) may be substituted.
- **Requirements:** Applicants must have a driver's license, access to a car, and appropriate motor vehicle insurance. This position requires considerable resourcefulness; creativity; initiative and drive; ability to analyze and evaluate facts, evidence and related information; and tact and discretion. This position requires extensive travel, including overnight and out of state.

**The Details:**

- **Salary & Benefits:** Salary depends on your specific experience. We offer an excellent benefits package.

**How to Apply:**

If you have the rigor, compassion, and courage for this work, please email a letter describing your interest, a resume, and references in a single PDF document to:

[ALM\\_Employment@fd.org](mailto:ALM_Employment@fd.org).

*Hiring is dependent on funding approval. We are an Equal Opportunity Employer and are committed to a diverse staff. We welcome all qualified applicants regardless of gender identity, race, ethnicity, sexual orientation, religion, or disability.*

