



**FEDERAL PUBLIC DEFENDER
WESTERN DISTRICT OF NORTH CAROLINA**
129 West Trade Street, Suite 300
Charlotte, NC 28202
(704) 374-0720
Fax (704) 375-2287

John G. Baker
Federal Public Defender

Megan C. Hoffman
First Assistant

Position Announcement Trial Unit Mitigation-Focused Investigator – Charlotte, NC

Posted: January 30, 2026

Priority consideration: Applications received by February 20, 2026 (open until filled)

Who We Are

Our mission is important: We are committed to excellence and the quest for justice of the indigent accused, focusing on our clients' needs with innovation and passion, and through dynamic advocacy.

Our office is located in Charlotte, a growing, livable city with vibrant arts and food scenes, professional sports, extensive greenways, and easy access to both the mountains and the coast.

About the Position

We are seeking two **Mitigation-Focused Investigators** to support our Trial Unit's multidisciplinary criminal defense teams in complex, fact and record-intensive cases. Investigators are essential members of our legal teams and are deeply involved in shaping case strategy from start to finish.

This role is ideal for someone who enjoys fieldwork, critical thinking, and working directly with people from all walks of life.

What You'll Do

- Conduct fact and mitigation investigations, including client background development
- Locate, interview, and subpoena witnesses
- Gather, organize, and summarize records (medical, mental health, education, employment, court)
- Collect and document physical and digital evidence
- Review discovery and identify investigative leads
- Work with experts and assist attorneys at hearings and trials
- Use investigative databases, social media, and digital forensic tools
- Testify in court when necessary

What We're Looking For

- Commitment to indigent defense and ethical work
- High school diploma or equivalent

- At least six years of investigative experience (education may substitute for general experience)
- Strong communication, writing, and interpersonal skills
- Comfort working with people facing substance use, mental health challenges, and system involvement
- Knowledge of criminal defense investigation and the criminal legal system
- Solid computer skills (Microsoft Office, Adobe Acrobat, Box); familiarity with investigative databases and digital forensics a plus
- Ability to work independently, travel frequently, and occasionally work evenings or weekends
- Valid driver's license, vehicle, and insurance

Experience as a criminal defense investigator, particularly in a public defender or similar setting, is strongly preferred.

Salary & Benefits

This is a full-time federal position with salary based on experience, ranging from **\$76,343 to \$167,160** (JSP-11 to JSP-14). Benefits include retirement (FERS & Thrift Savings Plan); paid leave; health, dental, vision, life, and disability insurance; and paid federal holidays. Salary is payable only by electronic funds transfer (direct deposit). This position does not qualify for relocation reimbursement.

Work Environment

The position is based in our Charlotte office with the possibility of some telework. Employment is subject to a background investigation. Prior convictions are not automatically disqualifying. Employees are part of the judicial branch and are at-will.

How to Apply

Please submit a **letter of interest and résumé (PDF)** to WDNCApplication@fd.org with the subject line: **Investigator – Charlotte**

We value diversity and believe it strengthens our advocacy. We encourage applications from candidates of all backgrounds and identities and are committed to an inclusive and equitable workplace. Accommodation requests may be submitted to Amanda Buckner at wndcapplication@fd.org or 704-374-0720.

More than one position may be filled from this posting. Only those selected for an interview will be contacted. Position subject to the availability of funds.

The Federal Public Defender is an Equal Opportunity Employer.