

FEDERAL PUBLIC DEFENDER NORTHERN DISTRICT OF TEXAS

Vacancy Announcement

Position: Assistant Federal Public Defender

Division: Capital Habeas Unit

Priority Application Deadline: August 28, 2026

The Federal Public Defender for the Northern District of Texas is accepting applications for a full-time Assistant Federal Public Defender (AFPD) in the Capital Habeas Unit (CHU). The CHU represents indigent persons on death row in Texas. Through an interdisciplinary team approach, we provide our clients with the highest level of legal representation challenging their convictions and death sentences. CHU attorneys regularly litigate in federal district court, the Fifth Circuit Court of Appeals, and the United States Supreme Court



Commitment to Diversity: The Federal Public Defender's Office is an Equal Opportunity Employer that is committed to improving diversity in the legal field. Racial bias and disparity in sentencing are apparent in the criminal justice system and Texas death penalty cases. It is critical to our clients' representation that the office be composed of individuals from diverse backgrounds.

CHU Values: Culturally-responsive practices, skilled collaboration, strategic litigation, compassionate representation, and professionalism are among our values. Because no person can do this work alone, you will work with experienced lawyers, mitigation specialists, fact investigators, and paralegals in the CHU. The ability to work well with others on a team is mandatory.



Responsibilities:

- Collaboratively working with members of the team to represent our clients;
- Identifying and developing legal claims;
- Drafting court filings;
- Directing and supervising the work of other defense team members pursuant to the applicable ABA Guidelines;
- Handling court hearings and oral arguments.

What We Offer:

- **Competitive Salary and Benefits:** The position is full-time with federal benefits and salary commensurate with experience and qualifications. The starting salary for the position will be up to a maximum of \$197,100 and varies based on experience. The position is excepted service and does not carry the tenure rights of the competitive Civil Service. Benefits include health and life insurance, retirement, the Thrift Savings Plan, and the Employee Assistance Program. Salary is payable only by direct deposit.
- **Collaborative, Supportive Environment:** This position will receive extensive support, both from office-wide and team meetings, as well as through our collaborative work culture.
- **Ongoing Education:** The AFPD will have access to internal, statewide, and national training opportunities.

Qualifications:

- Applicants must be a graduate of an accredited law school and be a member in good standing of the highest court in the state where licensed;
- A Texas bar license is preferred;
- Two years of prior practicing experience representing death-sentenced individuals during trial, direct appeal, or post-conviction proceedings is preferred;
- Fluency in Spanish is preferred;
- Strong writing skills;
- Ability to travel as required for the cases;
- Proof of U.S. citizenship or other employment eligibility is required;
- Appointment and retention is subject to a satisfactory background check.

Application Process: To apply, email TXN_Employment@fd.org a single Adobe PDF file using the subject line “CHU-AFPD” the following:

- A cover letter explaining your interest in the position and your qualifications;
- A resume or curriculum vitae;
- A short writing sample; and
- A minimum of three references.

Only those selected for an interview will be contacted.