



**OFFICE OF THE FEDERAL DEFENDER**  
Eastern District of California  
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**POSITION ANNOUNCEMENT #26-002**  
**ASSISTANT FEDERAL DEFENDER – Sacramento, California**

The Office of the Federal Defender for the Eastern District of California is now accepting applications for a permanent full-time **Assistant Federal Defender (AFD)** position for its Sacramento Office. The Office of the Federal Defender operates under the Criminal Justice Act, 18 U.S.C. § 3006A, representing indigent persons in federal criminal cases and related court matters. **More than one position may be filled from this announcement.**

Our Assistant Federal Defenders provide zealous, professional legal representation to indigent persons charged with misdemeanor and felony criminal offenses and those contesting unlawful detention before the United States District Court, the Ninth Circuit Court of Appeals, and occasionally before the United States Supreme Court. Our AFDs carry an extensive, varied caseload through all litigation stages with room to explore novel legal and factual arguments in defending our clients. We all practice at the highest levels, enjoying excellent reputations for personal and professional integrity. Our Office also boasts a collegial culture, strongly encouraging teamwork and collaboration.

We seek a highly motivated attorney committed to client-centered representation. Immediate responsibilities may include managing a misdemeanor caseload (from nearby National Parks, U.S. Forest Service lands, military bases, Veterans Administration Facilities, and Social Security offices) to felonies involving drug, gun, theft/fraud, and other federal crimes. Travel is required. Our ideal candidate has excellent legal writing and oral advocacy skills, an ability to work in a collaborative team environment, and effective organizational skills with the ability to set priorities.

All applicants must either be admitted to the State Bar of California or be a member in good standing of another state's bar and plan to be admitted to the California Bar within two years of starting. You must be a U.S. citizen or legal permanent resident applying for U.S. citizenship. The selected candidate will be subject to a background check as an employment condition.

Sacramento ranked, in 2025, as California's 4<sup>th</sup> most diverse city and the 19<sup>th</sup> most diverse city in the U.S. As California's sixth largest city and its capital, Sacramento offers affordable housing, farmers' markets, and a lively arts and music scene. We are conveniently located only hours away from Yosemite and several National Parks; area includes Napa Valley wineries; Olympic Valley, the Sierra Nevada mountains, and the John Muir Trail; it's easy driving to Reno or the San Francisco Bay Area.

**Salary and Benefits:** Salary depends upon the number of years of legal experience since graduating law school. Ranges match those of Assistant U.S. Attorneys with similar years' experience. Benefits include health, long-term care, and life insurance, as well as 11 paid federal holidays, 13 days of paid sick leave, and 13 days of paid vacation leave annually for applicants with fewer than 3 years of federal employment. (The rate of paid vacation leave increases with years of service.) The position is eligible for the Federal Employees Retirement System (FERS), including the Thrift Savings Plan (TSP), which matches up to 5% of employee contributions. Salary is paid biweekly and only by direct deposit. Partial telework is available for this position.

**Commitment to Fair Hiring:** Our office values diversity, is committed to equity and inclusion. The FPD 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, languages spoken, veteran status, disability, and religion. We encourage applications from members of the BIPOC community, people who have been affected by the criminal legal system, and people from other underrepresented and historically marginalized groups. If you need a reasonable accommodation for any part of the application and hiring process, please notify our Personnel Administrator, Lupe Hernandez, at [lupe\\_hernandez@fd.org](mailto:lupe_hernandez@fd.org).

**To apply, please submit as a single Adobe pdf file a cover letter, résumé, writing sample, three references and a completed *Application for Judicial Branch Employment* form (AO78), [http://www.cae-fpd.org/AO\\_78.pdf](http://www.cae-fpd.org/AO_78.pdf), to:**

Heather Williams, Federal Defender  
Attn: Human Resources

at the following email: [cae\\_hr@fd.org](mailto:cae_hr@fd.org)

Position announced on February 5, 2026 and is open until filled. More than one position may be filled from this announcement. All hiring is subject to available funding. Preference given to applications received by March 5, 2026.

The Office of the Federal Defender for the Eastern District of California is an equal opportunity employer. Women and minorities are encouraged to apply. This agency provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application and hiring process, please notify the agency. The decision on granting reasonable accommodation will be on a case-by-case basis.