



## **Trial Unit Non-Capital Mitigation Specialist, Federal Defender Program, Inc. (Atlanta, Georgia) — 2026**

The Atlanta Federal Defender Program seeks qualified applicants to join our multi-disciplinary team representing indigent persons accused of federal criminal offenses in the Northern District of Georgia.

① Information for Applicants

### **About Us**

The Federal Defender Program, Inc. (FDP) is a private, nonprofit law firm devoted to uplifting our clients and their causes through excellence in federal criminal defense. Guided by compassion and dedication, we provide exceptional, client-centered representation through a multidisciplinary, team-based approach. Our teams—attorneys, investigators, mitigation specialists, paralegals, social workers, and administrative professionals—work collaboratively to pursue the best possible outcomes for every client.

Our clients are indigent persons charged with federal criminal offenses in the Northern District of Georgia. FDP represents approximately 85% of these individuals, with the remaining clients served by members of the Criminal Justice Act (CJA) Panel. The Northern District of Georgia encompasses the Atlanta, Gainesville, Newnan, and Rome Divisions with separate courthouses serving each. By far, the majority of Northern District of Georgia prosecutions take place in the Atlanta Division where our office is also located.

The most common cases we handle involve drug offenses, firearms offenses, fraud and financial crimes, and immigration offenses, though our work spans the full range of federal criminal litigation—from investigation through trial, sentencing, appeal, and post-conviction proceedings. Our representation also includes some capital defense work in the Trial Unit and post-conviction capital work in the Capital Habeas Unit.

FDP is a nonprofit Georgia corporation fully funded by the Administrative Office of the United States Courts. We are not a government agency, and our employees are not government employees.



### **Our Commitment to an Inclusive Workplace**

We believe that valuing and respecting all people—and honoring each other's lived experiences—strengthens our ability to represent clients from every background. We know that excellent legal representation is supported by a diverse, collaborative, and inclusive workforce. FDP is committed to fostering a culture of acceptance and belonging that encourages creativity, productivity, and mutual respect. We value hard work, diversity, teamwork, creativity, flexibility, and fairness.

## About the Role

Mitigation Specialists assist attorneys across the Northern District of Georgia in investigating, analyzing, developing, and presenting mitigation evidence in the life history of clients. The mitigation specialist will gather and summarize social history records and conduct interviews with lay and professional people with relevant knowledge about the client's early childhood development, education, employment, and medical and mental health histories. The mitigation specialist will also consult experts; develop and maintain relationships with clients, their family members, local social service providers, and pretrial services/probation officers; and perform other duties as assigned. They must maintain sufficient knowledge of current research and trends in areas such as substance abuse, mental health, psychology, and treatment. The Mitigation Specialist will prepare mitigation reports which will be filed and may be asked to testify in court.

## What We Are Looking For

The ideal candidate possesses:

- A desire and capacity to work collaboratively in a team environment.
- A strong commitment to providing holistic representational support to indigent persons in proceedings under federal criminal law and the desire to work with and on behalf of people from diverse backgrounds.
- The ability to build relationships and develop rapport with clients and their families, and the ability to obtain and analyze anecdotal and documentary evidence relevant to the client's life history.
- The ability to be a self-starter, recognizing and assessing mental health symptomology and determine the best mitigation investigation approach for each individual case.
- A high level of organizational skills to gather, maintain, and manage documents and information for assigned cases, and the ability to analyze, interpret and integrate records and legal documents.
- Story-telling skills and the ability to synthesize mitigation themes and craft a compelling, well-written narrative contextualizing the client's life based on the information gathered, often totaling 10-20 pages in length.
- The ability to communicate effectively, orally and in writing, with counsel and experts and assist in the identification and selection of appropriate experts.
- Attention to accuracy and detail.
- Computer fluency in the Microsoft Office suite of programs, including Word, Excel, and Adobe Acrobat.
- The ability to exercise good judgment in a mature and diplomatic manner.
- The ability to keep confidences and protect legal privileges, as well as a strong sense of personal and professional integrity.
- The ability to work under time pressure and ability to appropriately prioritize responsibilities.

## Qualifications

Minimum qualifications for this position are a bachelor's degree, preferably in Criminal Justice, Social Work, or a related discipline. Commitment to indigent defense and personal integrity are essential. Three years investigative or similar experience. The position will require travel during work hours, as well as occasional overnight travel. Valid driver's license, vehicle, and insurance are required for this position.

## Salary and Benefit Details

The starting annual salary for this position falls within a range under the Judicial Salary Plan (JSP) from Grade 11 at \$78,972 to Grade 14 at \$172,915. The salary of the successful applicant will be commensurate with the person's qualifications and years of experience. The position offers paid vacation, paid sick time, paid holidays, health insurance, life insurance, and participation in our 401k.

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## How to Apply

Interested applicants must apply at the link below, providing the following as attachments of the application: cover letter discussing your interest in the position, resume, and contact information for two references.

- We are interested in applicants' talent, intelligence, dedication, and commitment to ensuring that all people are treated fairly and respectfully, regardless of the allegation or circumstance.
- Rolling interviews will be conducted, and this position will remain open until filled. Applicants are encouraged to apply as soon as possible.
- All applications will be treated confidentially.

**Preference will be given to candidates who apply by February 28, 2026.**

## Important Notices

- **Equal Opportunity Employer:** FDP is an Equal Opportunity Employer. We hire without regard to race, color, creed, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, age, height, weight, veteran status, military obligations, marital or parental status, or any other protected characteristic.
- **Non-Tolerance for Discrimination and Harassment:** FDP does not tolerate discrimination or harassment in any personnel decisions or workplace interactions.
- **Nonprofit Employees:** Employees of the Federal Defender Program are not federal employees. The Federal Defender Program, Inc. is a nonprofit corporation funded by the Judiciary.
- **Drug-Free Workplace:** FDP is a drug-free workplace.
- **Funding Contingency:** This position is contingent upon the availability of federal funding.

[Apply Now >](#)