

Office of the
Federal Public Defender
District of Colorado

Matthew K. Belcher, First Assistant
Dean Sanderford, Chief, Appeals

Virginia L. Grady, Federal Public Defender

John C. Arceci, Senior Counsel
Mary V. Butterton, Senior Litigator

POSITION ANNOUNCEMENT -- TRIAL FACT/MITIGATION INVESTIGATOR

The Office of the Federal Public Defender for the District of Colorado seeks a full-time Fact/Mitigation Investigator to fill an existing vacancy in our office. We operate under authority of the Criminal Justice Act (18 U.S.C. § 3006A), representing individuals unable to afford counsel and prosecuted in our federal courts. Our office is committed to serving the distinct needs of our clients with a diverse group of dedicated professionals. Applicants of any race, color, religion, ethnicity, national origin, sexual orientation, gender, gender identity or expression, disability, age, veteran status, and other status protected by law are welcome. Click [here](#) for more information about our office.

Job Description: Our investigators collaborate with our attorneys to provide the best defense for our clients. They conduct field investigations, perform witness interviews, gather/examine evidence, and collect records. They meet with incarcerated clients in county jails and state and federal prisons throughout the state. They are also mitigation experts and prepare both case and mitigation reports and court presentations. They are proficient in forensic and demonstrative litigation software. Case investigation will require travel within and outside the state. Our office environment is positive, collaborative, and client-centered, with opportunities for professional growth and advancement. The office has a telework policy that permits employees to work at home up to two days per week.

Requirements: Applicants must have a bachelor's degree from an accredited college or university, with at least three years of general experience working in an office or business and at least five years of criminal defense investigation experience. Applicants must demonstrate substantial experience in progressively responsible investigative duties, such as (1) locating and interviewing witnesses; (2) conducting extensive mitigation investigation; (3) drafting well-written reports; (4) collecting and analyzing all types of records; and (5) serving subpoenas. A strong and established work ethic, a demonstrated commitment to criminal defense, a team-oriented, professional demeanor, and a reputation for personal integrity are essential.

Preferred but not required: Master's degree in Social Work. Proficiency/fluency in Spanish. Experience in capital defense.

Applicants must be United States citizens or eligible to work in the United States. Applicants must have a valid driver's license, reliable personal vehicle, and motor vehicle liability insurance. Employment is subject to a satisfactory background investigation, including an FBI name and fingerprint check and an IRS tax check.

Salary and Benefits: This is an "Excepted Appointment," full-time position with federal benefits and salary commensurate with experience and qualifications within the range of JSP Grade 13 (\$118,675 - \$154,280) and JSP Grade 14 (\$140,239 - \$182,316). Among the many benefits are the Federal Employees Retirement System, the Thrift Savings Plan (401k), paid annual and sick leave, 11 paid federal holidays, and health, life, disability, long-term care, dental, and vision insurance.

How to Apply: Qualified individuals should submit a letter of interest, resume, and an anonymized example of an investigative or mitigation report, combined in .pdf format, to Veronica Knights, Personnel Administrator, at employment@cofpd.org. Subject reference should be Trial Fact/Mitigation Investigator Position.

Due to the volume of applications expected, this office will only communicate with candidates who are selected for an interview. No inquiries or telephone calls, please. Position announced February 4, 2026, open until filled, and subject to the availability of funds.

The Federal Public Defender is an equal opportunity employer.



633 17th Street, Suite 1000
Denver, CO 80202



Phone: 303-294-7002
Fax: 303-294-1192



Web: co.fد.org
Email: co.info@fd.org