

FEDERAL PUBLIC DEFENDER OFFICE

Districts of
Massachusetts
New Hampshire
Rhode Island

Tara I. Allen, Federal Public Defender

51 Sleeper Street, Fifth Floor
Boston, Massachusetts 02210

Telephone: 617-223-8061
Facsimile: 617-334-7991

POSITION ANNOUNCEMENT
Assistant Federal Public Defender
Boston, Massachusetts
February 2026

Position: Assistant Federal Public Defender (Trial Attorney)
Location: Boston, MA
Deadline: Applications will be accepted until the position is filled. Priority consideration will be given to applications received by February 27, 2026.

THE POSITION

The Federal Public Defender Office for the Districts of Massachusetts, New Hampshire, and Rhode Island is hiring an **experienced trial attorney** to be a full-time Assistant Federal Public Defender (AFPD) in the Boston Office. Multiple positions may be filled based on this announcement. All positions are subject to funding availability.

Our office is committed to zealously defending individuals who are accused of committing federal crimes and who cannot afford to hire their own lawyer. We represent the accused from arrest through trial and sentencing (if convicted), as well as on appeal, including appeal to the U.S. Supreme Court and on collateral federal habeas corpus review.

The AFPD trial attorney manages cases at various stages of litigation; prepares pleadings, briefs, and motions; appears on behalf of clients in court hearings, trials, and at other proceedings; develops litigation strategies; meets with clients, clients' family members and friends, experts, and lay witnesses; litigates appeals when assigned; represents grand jury or trial witnesses; and, performs other duties as determined by the Federal Public Defender. AFPDs work in collaboration with research and writing attorneys, investigators, paralegals, IT professionals, and administrative staff. The position requires some travel throughout our district and occasional out-of-district travel. It also presents opportunities to serve on committees and participate in local, regional, and national training seminars.

We are seeking an accomplished trial attorney who works collaboratively and cooperatively on a team and interacts mindfully with individuals from various cultures, beliefs, and backgrounds. The ideal candidate is committed to the client's defense and possesses strong communication skills, including the ability to listen to others empathetically, explain complex information for easier understanding, and advocate persuasively. The position requires astute attention to detail, fastidious organization and the ability to meet deadlines.

REQUIREMENTS

Applicants must:

1. Be client centered.
2. Have prior trial experience and the knowledge, skills and ability to examine witnesses, identify and raise evidentiary challenges, make legal arguments, and preserve objections.
3. Be a strong oral advocate with above-average proficiency in federal criminal procedure and legal research and writing.
4. Have a JD from an accredited law school and be admitted to practice before the highest court of any state or the District of Columbia.
5. Be a U.S. citizen or have authorization to work in the United States.
6. Be admitted, be eligible for admission, or be eligible to practice under Local Rule 83.5.3 in the Federal District Court in the District of MA and the Court of Appeals for the First Circuit.
7. Be experienced in using Microsoft Word, online legal research platforms such as Westlaw and LexisNexis, and capable of using or learning how to use systems and technologies to improve client outcomes including Microsoft Teams, Adobe Acrobat, Excel, and other technology to review, process, and organize large amounts of information and data.
8. Have a demonstrated history of working well both independently and in teams to the benefit of the client, and a demonstrated history of being patient, dignified, respectful, and courteous in the workplace.

PREFERRED EXPERIENCE

This is not an entry-level position. The following experience is preferred though not required: at least 5 years' federal criminal defense experience; or 5 or more years' experience defending against state felony charges; or 5 or more years' serving as general court martial defense counsel. Federal or state judicial clerkship experience is a plus. Fluency in another language in addition to English is considered an asset.

SALARY AND BENEFITS

Starting salary for the Assistant Federal Public Defender ranges from \$86,923 to \$197,100 per annum. Salary depends upon experience and qualifications and only the most highly qualified candidates begin at the highest salary. Among the many benefits of employment are the Federal Employees Retirement System, the Thrift Savings Plan (401(k)), paid annual

and sick leave, 11 paid federal holidays, and health, life, disability, long-term care, dental, and vision insurance. Salary is payable only by direct deposit.

HOW TO APPLY

Applicants must send an e-mail to HRBoston@fd.org that is titled “Assistant Federal Public Defender” and contains a single Adobe.pdf document with:

- A Cover Letter explaining your interest and qualifications
- A Resume with three references
- A Writing Sample (10-20 pages)
- Form AO-78 (found at <https://www.uscourts.gov/sites/default/files/ao078.pdf>)

*No Calls Please. Applicants who apply without submitting all required documents will not be considered. Applications will be accepted until the position is filled. Priority consideration will be given to applications received by **Friday, February 27, 2026.**

Candidates requiring an accommodation should contact Wade_Zolynski@fd.org.

The selected candidate will be subject to a background check and investigation, including fingerprinting, and a subsequent favorable suitability determination for employment.

**The Federal Defender Office for the Districts of MA, NH, and RI
is an equal opportunity employer.**