



## **Mitigation Specialist / Investigator – Capital Habeas Unit Federal Defender Services of Idaho – Boise, Idaho**

Federal Defender Services of Idaho (FDSI) is accepting applications for the full-time position of **Mitigation Specialist/Investigator** in our Capital Habeas Unit.

FDSI operates under the authority of the Criminal Justice Act, 18 U.S.C. § 3006A, to provide defense services to indigent persons in federal criminal cases and related matters in the federal courts. FDSI has trial units in Boise and Pocatello and a Capital Habeas Unit in Boise. The Capital Habeas Unit represents individuals sentenced to death in federal post-conviction proceedings in the Ninth Circuit. FDSI is a not-for-profit Community Defender Organization and is not an agency of the federal government. Staff members are not federal employees.

### **JOB DESCRIPTION**

The Mitigation Specialist/Investigator works as part of a multidisciplinary team of attorneys, investigators, paralegals, and experts representing individuals on death row in federal post-conviction proceedings. This position is responsible for developing and conducting mitigation and fact investigations, identifying and developing mitigation evidence, and assisting the defense team in building a comprehensive understanding of the client's life history and the circumstances surrounding the case.

### **KEY RESPONSIBILITIES**

#### Mitigation investigation

- Conduct comprehensive life-history investigations into the client's background, including family, medical, educational, social, and mental health history
- Identify and develop mitigation evidence relevant to post-conviction litigation
- Draft social histories and mitigation memoranda
- Work with expert witnesses in fields such as psychology, psychiatry, neuropsychology, and social work

#### Case investigation

- Develop investigation plans for assigned cases
- Locate and interview witnesses, including family members, community members, and other relevant individuals
- Review discovery and case materials to identify investigative leads
- Visit crime scenes and other relevant locations when necessary
- Locate and obtain records and documentary evidence

#### Client and family engagement

- Build relationships with clients and their families
- Conduct interviews with family members and community witnesses
- Gather information regarding life history, trauma, and developmental background

#### Case analysis and documentation

- Review and summarize case records and investigative materials
- Draft investigative reports and memoranda
- Maintain organized and accurate case files
- Coordinate with attorneys and defense team members regarding investigative strategy

#### **REQUIRED QUALIFICATIONS**

- Bachelor's degree
- At least three years of experience in mitigation investigation or a related field (such as social work, psychology, criminal defense investigation, or similar work)
- Strong interviewing, analytical, and writing skills
- Ability to work both independently and collaboratively in a team environment
- Excellent organizational and time-management skills
- Ability to work effectively with individuals from diverse and vulnerable populations
- Valid driver's license, access to a vehicle, and appropriate motor vehicle insurance

#### **PREFERRED QUALIFICATIONS**

- Graduate degree in social work, psychology, sociology, or a related field
- Experience developing mitigation evidence in capital or serious felony cases
- Experience working with individuals affected by trauma, mental illness, substance use, or other complex life circumstances
- Familiarity with criminal justice, mental health, and social service systems

#### **PROFESSIONAL EXPECTATIONS**

Members of the Capital Habeas Unit work collaboratively and hold themselves to high standards of professionalism, compassion, and client-centered advocacy. Team members are expected to approach the work with integrity, attention to detail, and a commitment to continuous learning.

#### **CONDITIONS OF EMPLOYMENT**

- Selected candidate must pass a background check
- Employees are "at-will" and are not covered by the Civil Service Reform Act
- This position is eligible for overtime pay
- Employment is provisional pending completion of a year probationary period
- Employees may not engage in other full-time employment without written consent from the Executive Director

**SALARY AND BENEFITS**

Salary will be commensurate with experience. Salary range: Judicial Pay Scale (JSP) 11-14, \$74,678-\$125,776, health coverage, and retirement plan.

**APPLICATION DEADLINE**

Position open until filled, but priority will be given to applications received by April 10, 2026.

**TO APPLY**

Submit an electronic PDF resume including cover letter, writing sample, and three references: <https://jobs.gusto.com/postings/federal-defender-services-of-idaho-inc-mitigation-specialist-investigator-capital-habeas-unit-2060058e-ad1e-47ac-8062-b36f1b0cb1c3>