

**FEDERAL COMMUNITY DEFENDER OFFICE  
FOR THE EASTERN DISTRICT OF PENNSYLVANIA**

DEFENDER ASSOCIATION OF PHILADELPHIA  
FEDERAL COURT DIVISION

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**JOB ANNOUNCEMENT**

**MITIGATION SPECIALIST  
TRIAL UNIT**

**Posting Date: April 1, 2026**  
**Closing Date: When Filled**

The Federal Community Defender Office for the Eastern District of Pennsylvania has at least one opening for a Mitigation Specialist. This is a full-time position which will support teams in the Traditional Trial Unit including the Capital Trial Unit. The Trial Unit represents indigent persons charged with federal crimes in the U.S. District Court for the Eastern District of Pennsylvania, which encompasses nine counties in southeastern Pennsylvania. Our federal district has courthouses in Philadelphia, Allentown, Reading, and Easton. Our Capital Trial Unit represents person charged with Capital eligible offenses in U.S. District courts throughout the United States.

Philadelphia, one of America's most preeminent historical cities, is rich in culture, entertainment, and history. Our office is in Philadelphia's Center City district, in the historic Curtis building, close to the federal courthouse and across from Independence Mall, the Liberty Bell and Washington Square Park.

The Mitigation Specialist will play an integral role in the investigation, analyzation, development, and presentation of mitigation evidence to support the client during the guilt and penalty phase of court proceedings. The Mitigation Specialist is responsible for supporting the development and presentation of mitigation evidence for sentencing, and they assist with preparing complex life history reports to be used in sentencing presentations including in writing or through video or other methods as requested. Other duties include developing and maintaining relationships with clients and their families, interviewing clients' families, and witnesses with relevant information about the crime; collect and summarize social history, medical, and mental health records, conduct culturally component interviews with witnesses and professionals; and consulting with experts. Mitigation Specialists/Social Workers engage in extensive travel throughout the country.

Candidates must possess a bachelor's degree in social work, psychology, sociology, criminal justice, or a closely related field with a minimum of five years' social service experience investigating and developing mitigation evidence for justice-involved clients and working with person's facing

mental health and addiction challenges. A master's degree in social work is preferred. Other desired qualifications include knowledge of federal and state court systems, correctional systems, city, state, and federal social agencies, and familiarity with federal habeas corpus or post-conviction litigation and/or complex federal civil or criminal litigation. Candidates should possess clinical skills and experience applying a client centered and integrated approach to legal representation.

Candidates must be committed to social justice and possess a genuine respect for diversity. Also, candidates should possess excellent oral and written communication skills, analytical skills, interpersonal skills, and the ability to work well in a team-based approach. Candidates must be highly computer proficient and skilled using Adobe, Word, Outlook, and other electronic investigative tools and technology. Experience managing electronic discovery is helpful. Fluency (oral and written) in the Spanish language is helpful but not required.

Candidates must possess a valid driver's license and insurance and own/operate a personal vehicle that is available for business purposes. This position may involve travel both within our district and beyond, as needed. The position requires that the incumbent occasionally lift and/or move up to twenty-five pounds and spend extended periods driving or riding in a car.

**Interested applicants should submit a cover letter, and resume to [Federal Community Defender Office Careers](#). Applications received by April 24, 2026, will be given priority.** Candidates will be interviewed on an ongoing basis until the position is filled. Salary will be based upon experience consistent with federal guidelines and regulations.

The Federal Community Defender Office for the Eastern District of Pennsylvania is an equal opportunity employer. We are dedicated to promoting a professional work environment that supports and respects all employees and applicants without regard to race, color, gender identity, national origin, religion, or disability. All qualified applicants are encouraged to apply.