

**OFFICE OF THE FEDERAL PUBLIC DEFENDER
DISTRICT OF MARYLAND**

NORTHERN DIVISION
TOWER II, NINTH FLOOR
100 SOUTH CHARLES STREET
BALTIMORE, MARYLAND 21201-2705
TEL: (410) 962-3962
FAX: (410) 962-3976
TOLL FREE: (855) 213-8450

JAMES WYDA
FEDERAL PUBLIC DEFENDER

KATHERINE TANG NEWBERGER
FIRST ASSISTANT FEDERAL PUBLIC DEFENDER

Vacancy Announcement: Mitigation Specialist

Location: Baltimore, Md.

Announced: July 8, 2026

Application Deadline: August 7, 2026

The Federal Public Defender's Office for the District of Maryland is accepting applications for a Mitigation Specialist. The primary role of the Mitigation Specialist will be to assist attorneys in developing and presenting mitigation evidence and the life history of clients in capital and non-capital cases. This individual will gather and summarize social history records; conduct interviews with lay and professional people with relevant knowledge about the client's early childhood development, education and employment, as well as their medical and mental health histories; identify and consult with experts; develop and maintain relationships with clients, their family members, and local service providers; keep abreast of current research and trends in areas such as substance abuse, mental health, psychology and treatment; and perform other duties as assigned. The Mitigation Specialist needs to be able to write comprehensive social history reports for use in court. The Mitigation Specialist is a key member of the defense team who reviews evidence and develops theories of defense and mitigation. On occasion, the Mitigation Specialist may be asked to participate in fact investigation. The ideal candidate will have a demonstrated commitment to working with indigent, under-served, marginalized and diverse communities, and be client-centered, open-minded, creative, empathetic, a quick learner, enthusiastic, honest, hardworking, and respectful of others. The successful candidate can work independently and collaboratively.

About Us. The Federal Public Defender's Office provides zealous client-centered advocacy in the U.S. District Court for the District of Maryland, the U.S. Court of Appeals for the Fourth Circuit and the U.S. Supreme Court. We represent clients at every stage of the criminal legal process. Our office is recognized as a leading public defense law firm that looks for creative and compassionate ways to serve our clients and has a progressive impact on the criminal legal system, both locally and nationally. We are a governmental agency funded by Congress through the Administrative Office of the U.S. Courts.

The Office of the Federal Public Defender seeks to hire employees from diverse backgrounds and perspectives that are reflective of our clients and the communities we serve, including people with disabilities, people of color, women, LGBTQ candidates, and members of traditionally underrepresented groups.

The Office of the Federal Public Defender is an Equal Opportunity Employer and follows the Employee Dispute Resolution Plan of the United States Court of Appeals for the Fourth Circuit.

QUALIFICATIONS. Applicants must have a bachelor's degree in a related field and three years of relevant experience at a minimum. A candidate with an advanced or graduate degree in social work is strongly preferred. A candidate with a degree in a field related to social work, such as anthropology, psychology, sociology, law, or criminal justice, or any bachelor's degree with at least three years of experience investigating and developing mitigation evidence after graduation will be considered.

REQUIREMENTS. Applicants must be U.S. citizens or meet the requirements of the Administrative Office of the U.S. Courts. Partial telework is available for this position but full-time telework is not. The successful candidate will be subject to a mandatory background check.

SALARY AND BENEFITS. With the requisite experience of at least 3 years of specialized experience, this position has a starting salary range of \$85,447 to \$143,913 (Grade 11, Step 1 to Grade 14, Step 1) based on the Judicial Salary Plan effective January 12, 2026. Salary will be based on professional experience. Benefits include health and life insurance plus 11 paid federal holidays, 13 days of paid sick leave, and at least 13 days of paid vacation leave annually. (The number of vacation days increases with years of service.) The position is eligible for the Federal Employees Retirement System and the Thrift Savings Plan, which matches up to 5% of employee contributions. Salary is paid biweekly by direct deposit.

HOW TO APPLY. Please submit a letter of interest, detailed résumé, short writing sample, and two work references (including names, addresses, and phone numbers) to: Trish Slater, Chief Investigator. Please submit application materials as a combined PDF via email to **MDX_HR@fd.org** and write "Mitigation Specialist Applicant" in the subject line. Applications are due August 7, 2026.