

Vacancy Announcement

FEDERAL PUBLIC DEFENDER OFFICE DISTRICT OF UTAH

Position Title: Mitigation Specialist (Non-Capital)

Position Location: Salt Lake City, Utah

Job Announcement Number: #2026-08

The Federal Public Defender for the District of Utah is accepting applications for a full-time Mitigation Specialist. The federal defender organization operates under authority of the Criminal Justice Act, 18 U.S.C. §3006A, to provide defense services in federal criminal cases and related matters in the federal courts by court appointment to individuals unable to afford counsel.

Job Description/Qualifications. This position is full-time temporary for a term of more than 90 days up to 1 year. The Mitigation Specialist is responsible for developing and analyzing mitigation evidence for court proceedings to aid the court in making decisions regarding pretrial release, trial, and sentencing. The Mitigation Specialist is bound by the rules of professional responsibility that govern the conduct of counsel respecting work product, privilege, diligence, and loyalty to the client.

The Mitigation Specialist will assist attorneys in investigating, analyzing, developing, and presenting mitigation evidence in the life history of clients. Will gather and summarize social history records, conduct interviews with clients and relevant persons with knowledge about the client's early childhood development, education, and employment, as well as their medical and mental health histories. The mitigation specialist will determine what experts might be consulted and/or evaluate the client for substance abuse or mental illness; develop and maintain relationships with clients, their family members, local social service providers and pretrial service officers; facilitate the client's entry into necessary and available inpatient and outpatient treatment programs for substance abuse or mental health conditions; and perform other duties as assigned. The position requires travel. Excellent interviewing and writing skills are essential for the position, as is the ability to locate, obtain, review, analyze, and summarize relevant records. Applicants must be able to prioritize projects and work both independently and cooperatively, in a team environment, with attorneys, investigators, and office staff.

Requirements. Applicants must have a bachelor's degree and a minimum of one year of specialized experience. A candidate with an advanced or graduate degree in Social Work or a mental health professional is strongly preferred. Clinical licensure supervision will be provided for CMHC or LCSW. Specialized experience includes conducting ongoing, exhaustive, and independent investigations of every aspect of the client's character, life history, record, and any circumstances of the offense, or other factors, which may provide a basis for a lesser sentence; and maintaining complete and accurate files. Applicants must be U.S. Citizens or eligible to work in and for the United States.

Salary and Benefits. Salary dependent upon qualifications and experience. Salary is payable only by electronic funds transfer (direct deposit). This position is full-time temporary and offers a federal government benefits package that includes; health insurance, dental and vision insurance, paid vacation, paid sick leave, paid holidays.

Conditions of Employment. Appointment to the position is contingent upon the successful completion of a background check and/or investigation including an FBI name and fingerprint check. Employees of the Federal Public Defender are members of the judicial branch of government; are considered 'at will' and can be terminated with or without cause.

Application Information. For consideration applicants must submit a cover letter, resume, and the names and contact information of three professional work references who may be contacted. Submit application materials in a single PDF email to:

Federal Public Defender, District of Utah
Subject Line: Mitigation Specialist #2026-06
Attn: Rachel Howard, Administrative Assistant
utx_reception@fd.org.

Open Period: August 12th-August 24th, 5:00 p.m. MST

The Federal Public Defender reserves the right to fill the position sooner than the closing date without prior written or other notice.

Position is subject to continued availability of funding. The Federal Public Defender is an equal opportunity employer. All applicants regardless of race, ethnicity, national origin, gender identity, sexual orientation, religion, disability, or age are encouraged to apply.