

POSITION ANNOUNCEMENT
FEDERAL CAPITAL TRIAL PROJECT – TRAINING DIRECTOR
2026-02

The Capital Resource Counsel Project of the Federal Capital Trial Project is seeking a full-time experienced capital defense attorney to serve as our **Training Director**; a critical role focused on developing and implementing comprehensive training programs for our legal teams and defense community around the country. The ideal candidate will bring extensive expertise in capital litigation, a passion for mentorship, and a commitment to advancing best practices in indigent defense.

About the Federal Capital Trial Project:

The Capital Resource Counsel Project (CRCP) and the Federal Death Penalty Resource Counsel Project (FDPRCP) comprise the Federal Capital Trial Project. We are a national project of the Defender Services Office of the Administrative Office of the United States Courts, providing specialized experience and high-quality representation in federal cases facing potential capital prosecution.

Both branches of the Federal Capital Trial Project are hosted by a Federal Defender organization, which provides administrative support and oversight. This role will work collaboratively with the Project as a whole to bring vital training to our defense community.

Key Responsibilities:

Design and oversee training programs for all members of a capital defense team including attorneys, mitigation specialists, fact investigators, paralegals and other service providers, tailored to the unique demands of federal capital defense to include:

- Identify emerging legal issues, case-law developments, and best practices to inform training content;
- Coordinate internal and external training events, workshops, and continuing legal education (CLE) opportunities;
- Collaborate with leadership to assess team needs and develop individualized professional development plans;
- Serve as a resource and mentor to staff on substantive legal issues, trial strategy, and ethical practice;
- Maintain and develop relationships with national training organizations and experts in capital defense, mental health, and other fields relevant to capital defense; and
- Take an active role in identifying and mentoring new practitioners to the capital defense community including attorneys, mitigation specialists, investigators, paralegals, capital fellows and the Project's mentorship program.

While direct representation of clients is not a component of this position, the ideal candidate will play a critical role in identifying team needs and offering educational opportunities to address those needs.

Requirements and Qualifications:

- The selected applicant must be a licensed attorney in good standing admitted to the highest court in the state where licensed, eligible for admission in the United States District Court and United States Court of Appeals in the jurisdiction of the CRC's office location. The selected applicant must have experience in the representation of persons charged with capital offenses, as well as training and mentoring other capital defense practitioners.
- This position is a full-time remote position and will work independently with the FCTP Director and Project staff across the country, which requires flexibility in working hours. This position is not a standard work day and may require work on holidays, evenings, and weekends.
- This position may require extensive travel.
- This is a full-time position with federal salary and benefits based on qualifications and experience, consistent with federal guidelines and regulations. Direct deposit of federal pay is required. The selected applicant will be subject to a successful background check as a condition of employment.

How to Apply:

Applicants should submit a letter of interest, resume, and three references, in a single PDF document via email with the subject line "Training Director 2026-02" to:

Melissa Read, Federal Capital Trial Project Administrator

CRC_Hiring@fd.org

The Federal Defender program is an Equal Opportunity Employer. Women, people of color, and those with disabilities are encouraged to apply. The position is open until filled, however, applicants are strongly encouraged to submit an application before July 6, 2026. Position is subject to the availability of funding.