

**FEDERAL DEFENDERS**  
**MIDDLE DISTRICT OF ALABAMA**  
**FEDERAL DEFENDER PROGRAM, INC.**  
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**CECILIA VACA**  
Executive Director

**POSITION ANNOUNCEMENT**  
**Trial Unit Attorney**

The Middle District of Alabama Federal Defender Program, Inc., in Montgomery, Alabama, is accepting applications for an opening in its Trial Unit, in the full-time position of Assistant Federal Defender.

The Trial Unit provides direct representation of indigent persons charged with federal crimes in the Middle District of Alabama, on appeals to the U.S. Court of Appeals for the Eleventh Circuit, and in post-conviction matters brought in federal court.

Applicants must have a passion for the defense of the indigent. Applicants must also possess exceptional written and oral advocacy skills, the ability to work as a member of a defense team, good organizational skills, proficiency in computer-based research, and the ability to task-prioritize. Some overnight travel on investigative trips required. Applicants must be a member in good standing of a State Bar by the initial hire date and have a driver's license and appropriate motor vehicle insurance. Attorneys in this office may not engage in private law practice. Salary depends on experience and is comparable to salaries provided to positions in the Office of the U.S. Attorneys. This office has excellent benefits.

To apply for this position, email letter describing your interest in the position, and enclose a resume, writing sample, and references to: Kalandra Haynes, Supervisory Administrative Assistant at [Kalandra\\_Haynes@fd.org](mailto:Kalandra_Haynes@fd.org). No phone calls, please.

Applications will be accepted through close of business on January 23, 2026. Hiring is contingent upon approval from the funding source.

This program is an Equal Opportunity Employer. We provide equal opportunity for all qualified people who desire to use their skills and abilities in our workplace on behalf of our clients, regardless of age, gender-identity, race, national origin, ethnicity, sexual orientation, religion, or disability. This program is committed to a diverse staff that reflects the community we serve.