

# FEDERAL PUBLIC DEFENDER NORTHERN DISTRICT OF TEXAS

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## Vacancy Announcement

Position: Bilingual Mitigation Specialist

Location: Dallas Division, Capital Habeas Unit

Application Deadline: April 30, 2021

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The Federal Public Defender for the Northern District of Texas is accepting applications for a full-time Bilingual (Spanish-English) Mitigation Specialist in the Capital Habeas Unit (CHU). The CHU represents indigent persons on death row in Texas. Through an interdisciplinary team approach, we provide our clients with the highest level of legal representation challenging their convictions and death sentences.



*Downtown Dallas*

**Commitment to Diversity:** The Federal Public Defender's Office is an Equal Opportunity Employer that is committed to improving diversity in the legal field. Racial bias and disparity in sentencing are apparent in the criminal justice system and Texas death penalty cases. It is critical to our clients' representation that the office be composed of individuals from diverse cultures and backgrounds. The nature of our work leads us to invest in recruiting colleagues who demonstrate experience with, knowledge of, and sensitivity to the needs of culturally diverse and oppressed populations. Candidates who fit this description are encouraged to apply.

**CHU Values:** Culturally-responsive practices, skilled collaboration, strategic litigation, compassionate representation, and professionalism are among our values. Because no person can do this work alone, you will work with experienced lawyers, mitigation specialists, fact investigators, and paralegals in the CHU. The ability to work well with others on a team is mandatory.



*Klyde Warren Park*

**Responsibilities:** The mitigation specialist will work on interdisciplinary teams to lead and develop the mitigation investigation. This position entails:

- Cultivating and maintaining long-term relationships with clients, their families, teachers, employers, neighbors, and other life history witnesses to gather biopsychosocial data;
- Identifying and digesting records, including those related to birth, education, employment, mental health, and other sources;

- Extensive writing, including the client’s life history narrative, ongoing witness interview and case memos, and life chronologies;
- Collaboratively working with members of the team to identify and consult with expert witnesses, including psychologists, psychiatrists, and other specialized professionals;
- Extensive travel across the country to interview witnesses, comprising up to 60% of the mitigation specialist’s time.

### **What We Offer:**

- **Competitive Salary and Benefits:** The position is full-time with federal benefits and salary commensurate with experience and qualifications. The salary for the position will fall within a range of \$69,684 to \$152,572 and is heavily dependent on prior experience. The position is excepted service and does not carry the tenure rights of the competitive Civil Service. Benefits include health and life insurance, retirement, the Thrift Savings Plan, and the Employee Assistance Program. Salary is payable only by direct deposit.
- **Collaborative, Supportive Environment:** We welcome applications from those who may be new to federal litigation. This position will receive extensive support, both from office-wide team meetings and collaborative work culture, group meetings with other investigators, and direct one-on-one supervision with the CHU Chief Investigator.
- **Ongoing Education:** Training in mitigation investigation, cultural competence, anti-racism, and trauma-informed care are critical to the CHU’s mission. The mitigation specialist will have access to internal, statewide, and national training opportunities.

### **Qualifications:**

- Fluency in Spanish is mandatory;
- A demonstrated commitment to working with marginalized communities is mandatory;
- Strong interpersonal and writing skills;
- Ability to work both collaboratively and independently while prioritizing large amounts of information;
- A graduate degree in social work or other mental health field is preferred;
- Previous experience as a mitigation specialist is preferred;
- Proof of U.S. citizenship or other employment eligibility is required;
- Appointment and retention is subject to a satisfactory background check.

**Application Process:** To apply, email to [TXN\\_Employment@fd.org](mailto:TXN_Employment@fd.org) **in a single Adobe PDF file using the subject line “CHU-Mitigation Specialist”** and the following:

- A cover letter explaining your interest in the position and your qualifications;
- A resume or curriculum vitae;
- A minimum of three references.

**Submissions that do not follow this format will not be considered.  
Only those selected for an interview will be contacted.**