

# FEDERAL PUBLIC DEFENDER NORTHERN DISTRICT OF TEXAS

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Vacancy Announcement

Position: Chief Investigator – Capital Habeas Unit

Location: Dallas Division

Application Deadline: Reviewed on a Rolling Basis

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The Federal Public Defender for the Northern District of Texas is accepting applications for a full-time Chief Investigator 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*

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 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.

The Chief Investigator reports directly to the supervising attorney of the CHU. This role involves both the supervision of a minimum of three employees as well as casework. This entails approximately a 50/50 split between supervision and typical mitigation investigation roles.

Skilled collaboration, strategic litigation, compassionate representation, and professionalism are among the values we aim to foster. Because no single person can do this work alone, you will work with experienced lawyers, mitigation specialists, and paralegals in the CHU. The ability to work well on a team is mandatory.



*Klyde Warren Park*

**Qualifications:**

- A minimum five years of relevant specialized experience, which may include experience in investigation, social work, mental health, or a related field. Higher education may be substituted for some of this specialized experience.
- A minimum three years of experience as a mitigation specialist (or the equivalent), preferably in capital cases;
- A demonstrated commitment to working with marginalized communities and with individuals from a range of backgrounds;
- Fluency in Spanish is desirable, but not mandatory;
- Proof of U.S. citizenship or other employment eligibility is required.

**Responsibilities:**

- Supervision of the CHU's investigation staff, which may include mitigation specialists, fact investigators, and paralegals;
- Training investigators;
- Developing and implementing investigation policies and procedures;
- Mitigation investigation, including record review, client and witness interviews, and developing social histories;
- Working with attorneys, investigators, paralegals, and experts as part of an interdisciplinary team;
- Extensive travel across the country.

**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 \$98,336 to \$170,700, 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, and the Thrift Savings Plan. Salary is payable only by direct deposit. 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-Chief Investigator"** the following:

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

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