

# Federal Public Defender Western District of Missouri

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## Position Announcement

Full-time Social Worker/Capital Mitigation Specialist

Posted July 22, 2024

Deadline: August 22, 2024 (or until filled)

The Federal Public Defender for the Western District of Missouri is proud to be an equal opportunity employer. Diversity and dignity are central to our work. We hire without regard to race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, age, height, weight, veteran status, military obligations, or marital or parental status. We do not tolerate any form of discrimination or harassment in any personnel decisions or employee interactions.

**About Us.** We work to keep people who are charged with federal crimes out of prison. Our clients are people who cannot afford private counsel. We take a holistic approach, designed to protect our clients' rights, and center their humanity at every state of the criminal case. The Western Missouri FPD is a high-energy workplace that promotes diversity, collaboration, and fairness.

**The Job.** Social workers or mitigation specialists help our clients share their life experiences as they navigate through the federal criminal legal system. This work is crucial to pretrial release plans, negotiations, trial strategy, sentencing outcomes, and reentry plans. You will build trust with clients, families, and other life-history witnesses; gather and digest historical records (birth, education, health, employment, and so on); formally interview and informally consult with both laypeople and specialized professionals; connect clients with needed services; and collaborate with attorneys and investigators. Travel within the state and occasionally elsewhere will be required (office cars are available). You may sometimes be asked to testify in court. Attorneys with MSWs are encouraged to apply, as are MSWs with capital mitigation experience. Spanish fluency is a plus.

You must:

- Have a master's degree in social work or social services
- Be a US citizen or have work authorization
- Be committed to our mission and work well in a team environment
- Be committed to client confidentiality
- Be comfortable working closely with a diverse set of clients (often in jail and prison settings) and their families
- Have a valid driver's license

You should:

- Demonstrate cultural competency and have experience or interest in working with marginalized communities
- Have strong writing skills
- Have strong computer and technological skills
- Be able to travel overnight for work and training

**Salary & Benefits.** The salary ranges from \$60,905-124,113 depending primarily on experience and primary office location. The FPD also offers generous benefits:

- 11 paid holidays, including Martin Luther King Jr.'s birthday and Juneteenth
- Public Service Loan Forgiveness if qualified
- Federal Employees Retirement System
- Thrift Savings Plan – up to 5% Employer Match
- Health, dental, and vision insurance (100+ options)
- Life Insurance (basic, standard, additional, family)
- Flex Spending Accounts
- Commuter Benefit Program
- Long Term & Short Term Disability
- Long Term Care
- Employee Assistance Program (confidential counseling and assistance)
- WorkLife4You (living well)
- Sick Leave
- Annual Leave
- Nationwide leave transfer program
- Worker's Comp
- Disability Retirement
- Family and Medical Leave
- 12-weeks paid parental leave
- Education and training

This position will be filled in one of our three offices:

Kansas City, Springfield, or Jefferson City, depending on where the successful candidate lives or wants to live.

**Apply.** Send a letter of interest, resume, and three professional references in a single pdf document to [MOW\\_jobs2@fd.org](mailto:MOW_jobs2@fd.org). Preference will be given to applications received by Aug 22nd, 2024. We may fill current and future positions from this position announcement. The selected candidate will be subject to an FBI fingerprint check as a condition of employment. Position is subject to funding. No phone calls.