

## **Position Announcement National Mitigation Coordinator**

The Death Penalty Working Group of the Federal Defender system seeks a National Mitigation Coordinator to serve as a resource on mitigation issues for defense teams representing capital clients in the federal courts. The position was created by the Defender Services program of the United States in 2005 and is administered by the Indiana Federal Community Defender in Indianapolis. The successful candidate will be based in a host Federal Defender Organization (FDO), with a geographic location subject to negotiation with the successful candidate.

The National Mitigation Coordinator helps to ensure compliance with the ABA death penalty guidelines (rev. 2003) and the Supplementary Guidelines for the Mitigation Function of Defense Teams in Death Penalty Cases (2008) in federal capital cases. Working with the National Habeas Assistance and Training Counsel Project (“HAT”), the National Mitigation Coordinator helps to organize the National Seminar on the Development and Integration of Mitigation Evidence in Capital Cases (covering the latest substantive developments in mitigation) and the Capital Mitigation Skills Workshop (an interactive program designed to increase and diversify the pool of practitioners available to provide mitigation services under the Criminal Justice Act). The National Mitigation Coordinator also provides training and consultation on mitigation issues in federal courts.

Applicants should have very strong writing skills; excellent oral communication skills; substantial experience in the investigation and presentation of mitigation evidence in death penalty cases; knowledge of the relevant Sixth and Eighth Amendment law; and knowledge of relevant mental disorders and impairments, trauma, and the biopsychosocial factors influencing human development. The National Mitigation Coordinator must be fully competent to identify and assist teams in developing issues of race, color, and ethnicity in the context of mitigation. This will include working with teams on diversity and inclusion. Substantial experience in training is required. The successful candidate must be willing to travel extensively for purposes of training and consultations.

The National Mitigation Coordinator must be qualified by training and experience to provide expert declarations and testimony on issues relevant to mitigation in capital cases, including the breadth and scope of mitigation investigation; reasonably necessary time and funding; and the prevailing norms in the investigation and presentation of mitigation evidence throughout the history of the modern U.S. death penalty. The National Mitigation Coordinator maintains a password-protected online library of manuals, articles, and training materials relevant to historical norms, as well as empirical evidence of successful mitigation presentations.

Because effective mitigation advocacy requires particularized understanding of a client’s circumstances and social history, the search committee seeks applications from a diverse group of qualified individuals in terms of race, ethnicity, nation of origin, culture, sex, gender identity and expression, sexual identity, education, opinions, age, languages spoken, veteran status, disability, religion, and socioeconomic circumstance.

Applicants should submit a cover letter, a CV, contact information for three references, and a writing sample in ONE document to [ifcd.applications@fd.org](mailto:ifcd.applications@fd.org) prior to July 17, 2023. Salary is commensurate with experience, and the position includes full federal benefits. A full position description may be viewed at [www.capdefnet.org](http://www.capdefnet.org). *Position is subject to availability of funding.*

**The Federal Defender program is an Equal Opportunity Employer.  
Women, minorities, and people with disabilities are encouraged to apply.**