

FEDERAL PUBLIC DEFENDER
NORTHERN DISTRICT OF CALIFORNIA

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POSITION ANNOUNCEMENT
FELLOWSHIP ATTORNEYS—SAN FRANCISCO, OAKLAND, and
SAN JOSE

The Federal Public Defender for the Northern District of California (“FPD”) is accepting applications for three full-time Fellowship Attorneys, who will serve as Assistant Federal Public Defenders. One position will be stationed in each of the three branch offices of the Northern District of California Office of the Federal Public Defender—San Francisco, Oakland, and San Jose.

The term for these positions will begin on or about October 1, 2024, to end by September 30, 2025, at the latest. Given the FPD’s current fiscal constraints, these are unpaid positions.

The FPD operates under the authority of the Criminal Justice Act, 18 U.S.C. § 3006A, to provide defense services in federal criminal cases. More information about the office may be found at www.ndcalfpd.org.

OFFICE MISSION STATEMENT

We are committed to cultivating a culture of acceptance and connectedness that honors the diverse backgrounds of the people we represent. We employ attorneys, paralegals, defense investigators, information technology specialists, and legal assistants. We work together to uphold every person’s right to be presumed innocent and to a fair sentence if convicted. We provide a vigorous defense at trial and, if the defendant is convicted, on appeal. We advocate for humane sentences by developing mitigation evidence and presenting judges with fully developed views of our clients as people, not criminals. We subscribe to a client-centered approach to legal representation. We listen to our clients, pay close attention to their individual needs, and work closely with paralegals, investigators, and others to address each client’s circumstances. We use that knowledge, together with our legal experience, skill, and judgment, to fight for our clients and obtain the best result possible.

JOB DESCRIPTION

The Federal Public Defender’s Office fellowship program is designed to recruit and train new attorneys to serve as effective advocates for indigent defendants and increase the diversity of counsel representing indigent defendants in federal court. The selection of a Fellowship Attorney will comply with all applicable Equal Employment Opportunity laws and regulations; there will be no discrimination in the selection of candidates based on characteristics that identify them as diverse.

The Fellowship Attorney will, with supervision, carry a reduced caseload of misdemeanor and felony cases, similar to the load of permanent Assistant Federal Public Defenders. As the needs of cases and workload permits, the Fellowship Attorney will appear on the magistrate judge “duty” calendar, argue bail motions, litigate pretrial suppression and *in limine* motions, conduct evidentiary hearings, confer regularly with clients and members of the defense team, advocate at sentencing hearings, serve as trial counsel, and potentially advocate at the Ninth Circuit Court of Appeals. The position requires travel for training, investigation, and litigation. Fellowship Attorneys are trained by other AFPDs in the office and paired with a mentor. They are expected and encouraged to attend formal in-house and off-site (at the FPD’s expense) training sessions on federal criminal defense.

Although each position will be stationed in one of the three divisions of the Northern District of California, the Fellowship Attorney may have to conduct business at the other division during the term to accommodate the needs of a client and the FPD office.

REQUIREMENTS AND QUALIFICATIONS

- The start date for these positions will be on or about October 1, 2024.
- Applicants must have graduated from law school between May 1, 2021, and the start date.

In addition, applicants must:

- Be current members in good standing of a state bar or have taken the most recent bar examination and be awaiting results.
- Demonstrate a deep commitment to the vigorous defense of the rights of indigent individuals charged with a criminal offense.
- Be adept at technology in general and in Microsoft Word specifically.

These are full-time termed positions. The positions are unpaid; however, applicants may secure funding from their law school or elsewhere if promptly disclosed and approved by the Defender.

Attorneys with the Office of the Federal Public Defender may not engage in the private practice of law.

THE APPLICATION PROCESS

To apply, please prepare an application packet including the following materials combined in a single .pdf file:

- A plain face sheet containing only your last name, first name on the first line and your employment status, including the name of your current employer, if applicable, on the second line. This information should be centered on the page and should be at least size 40 font.
- A cover letter.

- Your resume.
- Your official or unofficial law school transcript.
- A writing sample of your *own, original* work completed within the last two years.
- Three references (who will not be contacted unless and until the applicant is advised).

The uploaded .pdf file should be named, “Your last name, your first name.” (E.g., “Doe, Jane.pdf”).

This packet will be accepted only online, through submissions at this site:

<https://ndcald.knack.com/applications#fellowship-application/>

Applications submitted by fax, mail, or email will not be considered.

Applicants will only be contacted if selected for an interview.

THE FEDERAL PUBLIC DEFENDER IS COMMITTED TO DIVERSITY, EQUITY, AND INCLUSION

Our office values diversity, is committed to equity and inclusion, and aspires to create a culture of mutual respect, collaboration, openness, and humility that honors the people we represent. We believe representation is better when members of the defense team have diverse backgrounds and experiences. We seek a lawyer who shares this belief and commitment. We embrace the unique contributions our employees can bring to the FPD because of their backgrounds, social identities, and lived experiences. We are interested in applicants’ talent, intelligence, dedication, and persistence, and desire to see that all people are treated fairly and respectfully—no matter the allegation or circumstance.

The FPD 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 socio-economic circumstance. We especially encourage applications from members of the BIPOC community, people affected by the criminal legal system, and people from other underrepresented and historically marginalized groups.

Interviewing Non-Citizens and Offers of Future Employment: While non-citizens may be interviewed and considered for employment, employment offers will only be made to individuals who qualify under one of the exceptions set forth in 8 U.S.C. § 1324b(a)(3)(B). Usually, this means that an offer of employment cannot be made unless the candidate is a U.S. Citizen, or is a lawful permanent resident seeking U.S. citizenship as described here:

<http://www.uscourts.gov/careers/search-judiciary-jobs/citizenship-requirements-employment-judiciary>.

The positions will remain open until filled.