

Assistant Public Defender – Level II

Salary Range: \$87,000 – \$94,874

Kalamazoo Defender is a non-profit organization that serves as Kalamazoo County's public defender office. Our approach is holistic, employing social workers and coordinating service providers to address clients' collateral issues.

Kalamazoo Defender's mission is rooted in the conviction that poverty and various forms of discrimination put our clients on inequitable footing within and beyond our criminal justice system. We are their zealous advocate in court and in the community, representing them as a whole person entitled to dignity, respect and compassion.

This position will be filled with an attorney ready to confront both the challenges facing our clients in a specific case and the systemic barriers within the criminal system that interfere with reaching the best outcomes for society.

Core Responsibilities

- Carries a felony caseload under supervision from the Chief Public Defender or designee.
- Promptly meets with clients and learns each client's goals for the representation, along with any special needs that client may have.
- Determines what further fact investigation is necessary and directs that investigation, including the identification, consultation and hiring of applicable experts as approved by the Chief Public Defender or designee.
- Determines what legal issues need development, researches those issues, and presents them in the appropriate form and forum.
- Litigates any necessary and appropriate legal issues, including bringing cases to trial, filing interlocutory appeals, and conducting limited post-trial litigation.
- Maintains clear communication with the Office of the Prosecuting Attorney and client, particularly when it comes to negotiation.
- Identifies clients' potential collateral issues and ensures screening by Kalamazoo Defender's Client Navigators.
- Engages in continuing legal education as directed by Chief Public Defender or designee.
- Maintains availability to other staff members for consultation and education.
- Participates in strategic planning regarding collective organizational approaches to our legal representation.
- Maintains accurate and complete case files.



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kalamazoodefender.org

- Participates in, administers, or supervises legal clinics held in community forums.
- Mentors less experienced Assistant Public Defenders.
- Completes special projects and other duties as assigned by the Chief Public Defender.

Expertise and Experience

- A Juris Doctorate, license to practice law in the State of Michigan, and a member in good standing with the State Bar of Michigan.
- Extensive experience litigating cases, with substantial criminal trial experience.
- Administrative and supervisory experience preferred.
- Experience in a public defender office preferred.
- Exemplary interpersonal skills.
- Professional demeanor.
- Familiarity with the communities from which our clients come.
- Commitment to the holistic model at the heart of Kalamazoo Defender's mission.
- Compelling references and an impressive legal track record.

Benefits

- Competitive salary, quality health care coverage, generous retirement contributions, and five weeks paid time off each year.
- An opportunity to work within a dynamic, innovative legal program, backed by a County capable of maximizing Kalamazoo Defender's mission.
- Families choosing to send their children to Kalamazoo Public Schools may benefit from the Kalamazoo Promise, which can provide free or reduced college tuition to most Michigan colleges and universities.

How to Apply:

Please send your resume, a cover letter, and at least three references to
Jobs@KalamazooDefender.org