

ASSISTANT PUBLIC DEFENDERS (MARYLAND RURAL REGIONS)

The Maryland Office of the Public Defender (OPD) seeks dynamic, dedicated, and client-centered litigators to serve as Assistant Public Defenders in the rural regions of Maryland. OPD is looking to fill positions with our District 3 (Talbot, Queen Anne's and Caroline Counties), District 4 (St. Mary's), District 11 (Washington County), and (District 12 (Garrett & Allegany County) offices. Offers will be made for specific jurisdictions based on the candidate's stated geographical limitations and preferences as well as OPD's needs. OPD is considering candidates at all experience levels. Successful candidates for these positions will begin their employment with OPD on a rolling basis between October 2022 and February 2022. We are committed to building a culturally diverse staff and strongly encourage people historically underrepresented in the practice of law to apply.

Our vision is for *Justice, Fairness, and Dignity for All* and we are committed to our core values of a culture of excellence, client-centered representation, tenacious advocacy, and remain united as a team in achieving our mission. At OPD we use our legal education and experience to fight for justice and fairness, no matter what and we refuse to remain silent in the midst of human suffering. Our unique talents, identities, educational backgrounds, and perspectives guide us in representing our clients. We stand up against prejudice, systemic racism, and inequity in all of the spaces we occupy. OPD seeks candidates that will join us in providing compassionate, competent, zealous, and client-centered representation to all of our clients. Learn more about our [mission](#) and commitment to [diversity, equity, and inclusion](#).

OVERVIEW OF THE POSITION & PRIMARY RESPONSIBILITIES:

Assistant Public Defenders combine their demonstrated dedication to the representation of indigent clients with their strong and zealous litigation skills to provide exceptional representation. With training and support, attorneys in these positions are expected to work independently in managing an active caseload while simultaneously working in a team-oriented environment focused on a client-centered approach to advocacy.

- Ability to competently and resourcefully prepare for and manage an active caseload.
- Effectively and compassionately communicate with clients, colleagues, and service providers to ensure optimal outcomes for clients.
- Continuously seek professional and personal development through training, continuing legal education, and trial skills courses.
- Ensure clients are consistently heard and respected.
- Passionate and zealous representation of clients charged with criminal and traffic matters at every stage of the criminal process.

CORE COMPETENCIES AND REQUIREMENTS:

- Demonstrated commitment to serving communities who have been pushed to the margins.
- Clear dedication to upending systemic racism, prejudice, and unfairness in the criminal justice system.
- Compassion.
- Ability to communicate effectively with people with different backgrounds and lived experiences.
- Ability to thrive in a fast-paced, diverse, team-oriented environment.
- Exceptional organizational, legal, and administrative skills necessary to handle a high caseload.
- Active membership in good standing in the Maryland Bar or bar of another state one month before start date¹

SALARY AND BENEFITS:

Salary is dependent on experience and salary rules will apply to State of Maryland employees. Please visit the [State of Maryland Employee's](#) page to review benefit information.

¹ To be eligible for these positions you must be admitted to the bar in advance of December, 2022. Accordingly most current law students are not eligible. For candidates awaiting July 2022 bar results, offers will be made contingent on admission to a bar in advance of the set start date. Should those applicants not successfully become members of the Bar at the time hiring decisions are made, they will no longer be considered qualified for this position. Attorneys barred in another state must become members of the Maryland Bar within 18 months of start date.

Assistant Public Defender I- \$69,224.00-\$97,418.00 (Step 2- Step 17)

Assistant Public Defender II- \$79,677.00-\$103,921.00 (Step 4- Step 17)

Assistant Public Defender III- \$91,772.00-\$110,883.00 (Step 7- Step 17)

HOW TO APPLY:

If you wish to be considered for this position please [click here](#) to fill out the application and please submit the following items in one email to opd-jobs.law@maryland.gov: (1) current resume, (2) cover letter addressing the above qualifications, (3) a list of three references, and (4) law school transcript (if within 3 years of graduation). In the subject line of the email please indicate "APD, Rural Region." Incomplete applications will not be considered.

CLOSING DATE: SEPTEMBER 26, 2022

The Maryland Office of the Public Defender is proud to be an equal opportunity employer. Assistant Public Defenders are full-time employees who serve at the pleasure of the Public Defender. Criminal Procedure Art. Section 16-203(d). Assistant Public Defenders cannot engage in the private practice of law while in this position.