**JOB DESCRIPTION**

The appellate bureau of the Monroe County Public Defender’s Office (located in Rochester, New York) is looking to add a staff attorney to its 12-member team. The appellate bureau represents individuals aggrieved by the most consequential of dispositions – criminal convictions and sentences, orders affecting parental rights, and sex offender risk level classifications. With guidance from experienced supervisors, staff attorneys represent individuals on appeal to New York’s intermediate and highest appellate courts and in other post-conviction state court proceedings. Staff attorneys are expected to deliver high-quality, client-centered representation by working hard to gain the trust of their clients and making creative and well-crafted arguments for relief. They are also called upon to assist the office’s trial attorneys with their legal arguments, helping them obtain favorable rulings and lay a strong foundation for arguments on appeal.

**OFFICE DESCRIPTION**

The Monroe County Public Defender’s Office is a multi-faceted office that seeks to provide superior representation. The office is regarded as one of the finest providers of public defender services in New York State. It is staffed with attorneys, social workers, investigators, tech specialists, and administrative professionals who are committed to providing zealous representation and exceptional advocacy using a client-centered approach.

**QUALIFICATIONS**

The Public Defender’s appellate bureau is looking for individuals who are admitted, or who will soon be admitted, to the practice of law in New York, and who have what it takes to provide excellent representation to those who need it most.

Applicants should have:

* Strong analytical, research and writing, and oral argument skills;
* A passion for criminal, family, and constitutional law;
* A commitment to client-centered representation, particularly of marginalized members of society;
* The discipline necessary to set and meet deadlines to ensure clients’ appeals are timely heard;
* An ability and desire to work both independently, taking full ownership of a caseload, and collaboratively by, for example, working with others to resolve thorny problems, mooting cases, and providing feedback on arguments;
* The communication skills to build working relationships with clients who are experiencing distress and are distrusting of the criminal justice system; and
* Empathy for individuals with backgrounds and experiences different from their own.

**EQUITY AND INCLUSION**

The Monroe County Public Defender's Office is an equal opportunity employer. It celebrates diversity and is committed to creating an inclusive and respectful workplace for all employees.  Candidates from underrepresented backgrounds are strongly encouraged to apply.

**SALARY**

For this position, there is a starting salary in the range of $84,000 to $117,000, depending on experience.

**BENEFITS**

Benefits include:

* Membership in the New York State Employee Retirement system;
* Comprehensive individual and family medical and dental coverage and flexible spending accounts; and
* Generous paid time off for vacation, personal time, sickness, and holidays.

**APPLICATION**

Please apply with a cover letter, resume, and writing sample, which may be emailed to Drew R. DuBrin, Special Assistant Public Defender, at [ddubrin@monroecounty.gov](mailto:ddubrin@monroecounty.gov). Your cover letter should address (1) why you are interested in working for the Monroe County Public Defender’s appellate bureau and (2) what about your background, skills, and experiences will make you a strong appellate defender.