



King County Public Defense Attorney

SALARY	\$84,755.41 - \$155,091.08 Annually	LOCATION	Seattle, WA
JOB TYPE	Career Service, Full Time, 40 hrs/week	JOB NUMBER	2024FF20803
DEPARTMENT	DPD - Dept of Public Defense	OPENING DATE	01/03/2024
CLOSING DATE	Continuous	FLSA	Exempt
BARGAINING UNIT	A8A : SEIU L925-DPD-Attorney	FULL- OR PART-TIME	Full Time

Summary



The **Department of Public Defense (DPD)** seeks attorneys who want to be a part of the fight on behalf of our clients. Our attorneys work in teams that include skilled investigators, mitigation specialists, paralegals, and other support staff to provide client-centered representation.

As a DPD Attorney, you will have:

- Opportunities for trial experience with the support of experienced supervisors.
- Opportunities to work in multiple practice areas and to learn a variety of case types.
- Access to expert service and witnesses.
- Access to in-house and national trainings.
- A flexible work schedule with the opportunity to telecommute.

WHY JOIN DPD?

DPD provides high quality legal representation to indigent clients in felonies, misdemeanors, juvenile defense, family defense (dependency cases), involuntary commitment (mental illness), sex offender commitment, and inquests.

We also advocate to reduce the harm and reach of the criminal legal system and civil legal systems that restrict our clients' liberty and to address systemic racism. We strive to create a flexible workplace culture that is inclusive, respectful, and supportive, premised on a shared anti-oppression framework. To learn more about DPD, visit our [website](#).

Job Duties

SCOPE OF JOB DUTIES: *To be considered minimally qualified for this position, you must demonstrate knowledge, skill, and ability to perform the following:*

- Provide competent legal representation to and advocacy for indigent clients including with individuals who lack English proficiency.
- Handle all aspects of representation, from arraignment through trial and, if necessary, sentencing, and post-trial; conduct plea and other negotiations and mitigation.
- Engage in motions practice involving research, writing, and arguing pretrial motions, including working with, and preparing experts in various fields.
- Work with a diverse client base who may be experiencing traumatic mental illness, drug addiction, or other systemic issues.
- Develop and implement legal strategies and properly assess and address client needs, which may include partnering with investigators, mitigation specialists, and paralegals.

Detailed specifics of job duties are assigned by case type and division.

Experience, Qualifications, Knowledge, Skills

WE ARE LOOKING FOR CANDIDATES WHO:

- **Can execute** trial, research, and writing skills.
- **Can provide** client-driven representation that includes frequent and detailed communication with the client, choosing the most effective medium for the client.
- **Champion** equity and social justice; understand pervasive, systematic racism and its long-term effects; feels comfortable engaging in candid and sincere conversations with all interested parties about race and equity in our work.
- **Possess excellent** communication skills. Can effectively communicate to all interested parties their analysis either spoken or in writing.
- **Can manage** a high caseload in a fast-paced environment.
- **Feel comfortable** working with diverse clients (race, gender, sexual orientation, gender identity, age, religion, and national origin).

In addition, it is highly desirable if you:

- **Have proficiency** in languages other than English, particularly Spanish.
- **Possess** clinical training in public defense.
- **Have lived** experience involving the criminal legal system shared by DPD's clients.

Supplemental Information

WHY KING COUNTY?

At King County, our work is guided by our True North and values. Our True North is what we aspire to: ***Making King County a welcoming community where every person can thrive.***

King County offers great benefits, to include a pension plan, holidays, transit pass, plus training and education opportunities to promote growth and development.

Our focus is to provide our employees with work life balance

- **100% premium paid** healthcare plans
- **Paid new admittee and annual renewal fees for Washington State Bar Association**
- **Paid** Orca Card allowing multiple transportation options to/from the office
- **On-Site** exercise facilities and bike storage
- **Paid** vacation time (in addition to paid holidays)
- **Twelve** paid holidays and **Two Additional** personal holidays

- **Paid** sick leave
- **Paid** parental leave
- **Deferred** compensation plan
- **Employer Contributions** to state pension plan
- **Awesome** Employee Giving Program

ARE YOU READY TO APPLY?

This opportunity to join DPD is **open to all applicants**.

The following items are required to process your application:

1. King County application. www.kingcounty.gov/jobs.
2. Cover letter addressing the following topic: What does being a public defender mean to you? How does your experience and background assist you in achieving results for your clients?
3. Resume.
4. Legal writing sample, such as a brief, motion, letter on behalf of a client, etc.

This recruitment will be used to fill current Career Service vacancies. This recruitment will be used to fill any vacancies over the next 6 months.

If you have questions, please contact our Talent Advisors at dpd-hr@kingcounty.gov.

To accept this role, you must:

- Possess a J.D. from an accredited law school or any combination of experience/education/training that provides the required knowledge, skills and abilities to perform the work (*Current law students must apply through a separate posting designated for those who intend to take the bar. This posting will be available in August 2024*).
- Be admitted to Washington State Bar Association or licensing in other states qualifying for a license under Rule 8.
- Be at least 21 years old.
- Handle on-call 24-hour coverage – which, per attorney, currently occurs approximately one week a year or two Saturday calendars a year.
- Maintain a valid Washington State driver's license or the ability to travel throughout King County.

WORK SCHEDULE AND LOCATION:

DPD employees enjoy a flexible, hybrid in-office/telecommute workplace structure, and attorneys should expect to work both in the office and remotely, while being required to report to other locations, such as court, jail facilities, and hospitals/treatment centers throughout the county.

DPD prioritizes frequent and robust client contact and in-person court presence.

Rotations of work location and practice area are an essential function and can occur based on business need. Placements may be made to any of our Seattle and/or Kent locations.

This position is exempt from the provisions of the Fair Labor Standards Act, and some night and weekend work is required.

DPD Policies

[DPD Ethical Walls Policies and Procedures](#) will apply to applicants, such that if you work or have worked for one of DPD's divisions, you may be ineligible to work in another division.

[Outside Work Policy for Attorneys](#) will apply to applicants, such that you must receive approval from your supervisor and Managing Attorney before being permitted to engage in outside employment for compensation or volunteer.

Union Membership

This position is represented by Service Employees International Union, Local 925.

SALARY AND BENEFITS:

In accordance with RCW 49.58.110, this salary reflects the full salary range for this position. Individual placement within the range is based on the candidate's current experience, education, skills, and abilities related to the position. King County

offers a comprehensive benefits package which includes paid sick and vacation leave; paid holidays; medical, dental, vision, flexible spending accounts, life and disability insurance for employees and dependents; retirement and deferred compensation. For additional information, please review the detailed [summary of benefits](#) offered by King County.

Forbes recently named King County as one of Washington State's best employers.

Together, with leadership and our employees, we're changing the way government delivers service and winning national recognition as a model of excellence. Are you ready to make a difference? [Come join the team](#) dedicated to serving one of the nation's best places to live, work and play.

Guided by our **"True North"**, we are making King County a welcoming community where every person can thrive. We value diversity, inclusion and belonging in our workplace and workforce. To reach this goal we are committed to workforce equity. Equitable recruiting, support, and retention is how we will obtain the highest quality workforce in our region; a workforce that shares and will help advance our guiding principles--we are one team; we solve problems; we focus on the customer; we drive for results; we are racially just; we respect all people; we lead the way; and we are responsible stewards. We encourage people of all backgrounds and identities to apply, including Native American and people of color, immigrants, refugees, women, LGBTQ+, people living with disabilities, and veterans.

King County is an Equal Employment Opportunity (EEO) Employer

No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation and pregnancy), age, genetic information, disability, veteran status, or other protected class. Our EEO policy applies to all employment actions, including but not limited to recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation.

To Apply

If you are interested in pursuing this position, please follow the application instructions carefully. If you need this announcement in an alternate language or format, would like to request accommodation or assistance in the application or assessment process or if you have questions please contact the recruiter listed on this job announcement.

Benefits

King County offers a highly-competitive compensation and benefits package designed to meet the diverse needs of our employees and support our employees' health and well-being. Eligible positions receive the following benefits and have access to the following programs:

- Medical, dental, and vision coverage: King County pays 100% of the premiums for eligible employees and family members
- Life and disability insurance: employees are provided basic coverage and given the opportunity to purchase additional insurance for both the employee and eligible dependents
- Retirement: King County employees are eligible to participate in a pension plan through the Washington State Department of Retirement Systems and a 457(b) deferred-compensation plan
- Transportation program and ORCA transit pass
- 12 paid holidays each year plus two personal holidays
- Generous vacation and paid sick leave
- Paid parental, family and medical, and volunteer leaves
- Flexible Spending Account
- Wellness programs
- Onsite activity centers
- Employee Giving Program
- Employee assistance programs
- Flexible schedules and telecommuting options, depending on position
- Training and career development programs

For additional information about employee benefits, visit our [Benefits, Payroll, and Retirement Page](#).

This is a general description of the benefits offered to eligible King County employees, and every effort has been made to ensure its accuracy. If any information on this document conflicts with the provisions of a collective bargaining agreement

(CBA), the CBA prevails.

NOTE: Benefits for Term Limited Temporary (TLT) or Short Term Temporary (STT) positions, including leave eligibility and/or participation in the pension plan through the Washington State Department of Retirement Systems, will vary based upon the terms and details of the position. Short Term Temporary positions are not eligible for an ORCA transit pass.

For inquiries about the specifics of this position, please contact the recruiter identified on this job posting.

Agency

King County

Address

King Street Center
201 South Jackson Street
Seattle, Washington, 98104

Phone

206-477-3404

Website

<http://www.kingcounty.gov/>

Public Defense Attorney Supplemental Questionnaire

***QUESTION 1**

Did you attach a cover letter, resume, and short self-authored writing sample to your online application? (Please note, a complete application is required for this process. Writing 'see resume' on your application may result in disqualification from further consideration).

- Yes
- No

***QUESTION 2**

Please indicate your availability below, (check all that apply).

- June 2024
- July 2024
- August 2024
- September 2024
- Other

***QUESTION 3**

If you indicated 'Other' above, or if you have additional restrictions related to your potential availability, please share that information here:

***QUESTION 4**

Are you applying to this position as an eligible current or previous King County Employee Priority Placement Program Participant? Is this position the same or lower percentage of full-time when compared to the position held at the point of the notification of layoff? Do you possess the skills and abilities to qualify for this position?

- Yes, I was given a layoff notice from my role at King County and I am within two years of the effective date of my layoff. Additionally, the position I was laid off from was the same or a higher percentage of FT status when compared to this one.
- No.

QUESTION 5

If you answered yes to the question above and you are applying for this position as a Priority Placement Participant, to be considered, you must provide the following three pieces of information in the space provided: 1. The title you held when you received your layoff notice 2. The department you worked in 3. The effective date of your layoff

* Required Question