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| Executive Director Shannon I. Wilson  |  | Assistant Executive DirectorBen Goldberg Deputy Director Aaron Jeffers |

[www.pdmarion.org](http://www.pdmarion.org)

503-480-0521

**Culture of the Organization:** The Public Defender of Marion County (PDMC) strives to provide legal representation using the holistic defense model.

* In a profession that leads to early burn out, we prioritize the wellbeing of our employees and their families.
* We offer a flexible work from home/work from office balance for our attorneys.
* We operate using a modern case management system providing our attorneys with maximum support in managing their day-to-day workload.
* We train monthly as an organization in Justice, Equity, Diversity, and Inclusion and are committed to antiracist work.
* The community at PDMC is strongly rooted in equity and compassion.

**Ethical Workloads:** We strive to provide high quality representation; within workable levels based on the Sixth Amendment study and the ABA Workload study.

* We refuse to participate in unethical public defense practices and only agree to handle matters where we can guarantee constitutionally sound representation.
* This requires a healthy team atmosphere, and transparency. Mindful communication is necessary to analyze attorney’s workload levels on a weekly basis.

**Practice Qualifications:** PDMC is hiring attorneys for major felony or murder qualified defense representation.

* Similarly experienced out-of-state attorneys may be eligible for reciprocity through the [Oregon State Bar](https://www.osbar.org/admissions/index.html#recipinfo).
* Standards for representation on major felony and murder cases are available at the [Office of Public Defense Services website.](https://www.oregon.gov/opds/provider/Pages/newproviders.aspx)
* Preference given to bilingual candidates, approximately 35% of our clients are Spanish speaking.
* For applicants looking to relocate to Marion County, Oregon, assistance with relocation costs and support with OSB reciprocity process are available for hired applicants.

**Salary and Benefits:** Salary is commensurate with qualifications and experience.

* Salary range for major felony qualified attorneys starts at $81,000 per year.
* Salary range for murder qualified attorneys starts at $110,000 per year.
* 5% pay differential given to candidates fluent in the Spanish language.
* Generous employee benefits package, 100% employer paid health and dental insurance, paid vacation, sick and personal time off, a 401(k) plan with a 5% annual contribution and a matching contribution of up to 5% of payroll.

**Submitting Applications:** Please apply by sending a cover letter, resume, and 3 professional references to: aneal@pdmarion.org and list "Major Felony Attorney Position" in the subject field.