



METROPOLITAN PUBLIC DEFENDER SERVICES, INC.

MPD has been on the cutting edge of public defense since our inception in 1971. Formed as a non-profit law firm, MPD contracts with the State of Oregon for public defense services. MPD was the first public defender organization under this system. MPD is the largest single provider of trial level public defense services in the state of Oregon, with offices in both Multnomah and Washington counties.

Join our dynamic team and a part of MPD's commitment to being a leader in public defense which includes not just excellence in client representation but a strong commitment to hiring and developing a professional staff of defenders. For more information on MPD and our work visit: <https://www.mpdlaw.com/>

MPD is currently searching for a Mitigation Specialist to join our Capital Team. The Mitigation Specialist is a non-attorney legal professional who is an expert at gathering and investigating dispersed data, client's background and personal history, and circumstances that could potentially mitigate or lessen their culpability in a case. The goal of the Mitigation Specialist is to present a comprehensive and compelling portrait of the client as a person. The ideal candidate will have a strong work ethic, clear oral and written communication skills, and a commitment to indigent defense excellence. The Mitigation Specialist receives general supervision from the Capital Team Chief Attorney.

This position pays \$65,625 - \$104,596 per year. Staff are members of a union. This is a full-time, non-exempt position. In addition to compensation, MPD also offers:

- Medical (choice of PPO or HDHP), Dental (choice of PPO Standard or PPO Enhanced) and Vision – 100% employer paid for employee only coverage.
- Flexible Spending Account (FSA) or Health Savings Account (HSA)
- Basic Life, STD, LTD and ADD&D – 100% employer paid
- 401(K) – MPD will contribute 6% of your annual salary with full vesting after the completion of 5 years of service
- PTO – 24 hours upon hire and accrue 80 hours and increase to 120 hours starting at 24 months
- 10 paid holidays + 2 Personal Equity Days
- 4 Mental Health Days per year
- Sick Leave – 48 hours upon hire + accrue monthly after the completion of six months of employment

Position Qualifications

- High school diploma or GED
- Ability to pass a background check to access clients and witnesses in correctional facilities (may preclude employees and applicants arrested and jailed) and to testify in court without impeachment (may preclude employees and applicants convicted of certain crimes within the past 15 years)
- Licensed by DPSST
- Completed an OPDC approved mitigation investigation training (or) certified to provide fact investigation on lesser felony level cases



CARL D. MACPHERSON
Executive Director

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- Have a minimum of 1,500 hours of experience performing mitigation services on public defense cases. This minimum number of hours:
 - Is in addition to hours used to qualify for previous certification levels; and
 - Must include a mix of hours performing fact investigation and basic mitigation investigation tasks
- Participation in homicide cases which have gone to trial

Position Skills & Experience

- Familiarity with the ABA Guidelines for Mitigation in Death Penalty Cases.
- Understanding of qualifying mental disorders and familiarity with the DSM V
- Experience with the affirmative defense of GEI and its applicability in homicide cases.
- Understanding of, and experience with, obtaining mental health records from various entities and institutions
- Excellent verbal and written communication skills, including interviewing and investigation reports
- Demonstrated excellence in all facets of case-related investigation, including digital evidence and large quantities of records or other evidence.
- Demonstrated respect and sensitivity toward clients, witnesses and other individuals involved in the case, regardless of their background.
- Excellent organizational and time-management skills and attention to detail, with a proven ability to meet deadlines.
- Ability to function well in a high-paced and at times stressful environment
- Maintains confidentiality of agency records.
- Ability to work independently and as part of a team.

Work Environment:

- MPD fosters a work environment that is friendly, cooperative, and respectful.
- Prolonged periods of sitting at a desk and working on a computer.
- Must be able to lift up to 15 pounds at times.
- Requires weekly travel, sometimes multiple times per week, to any county in Oregon
- Ability to work in a variety of locations and, at times, unusual hours

To Apply:

- [Visit our website](#) to submit a current resume and cover letter on why you are interested in the position and/or in supporting public defense work.

Diversity and Inclusion: At MPD, we do not just accept difference; we value it and support it to create a culture of dignity and respect for all our staff.

MPD is proud to be an Equal Opportunity Employer. Qualified applicants will receive consideration for employment without regard to race, color, religion, sex, age, disability, military status, national origin, or any other characteristic protected under federal, state, or applicable local law.

Accommodation under the Americans with Disabilities Act: We gladly provide reasonable accommodation to anyone whose specific disability prevents them from completing an application or participating in this recruitment process. Please contact Human Resources in advance to request assistance.