

Trial Attorney

Public Defender Services of Lane County, Inc., is hiring a trial attorney. Come join the 33 other lawyers at PDSLC as we defend our clients and protect their constitutional rights against State overreach. We would like someone who already is qualified for felonies, but we're proud of our training and mentorship, and we can meet you where you're at if you're the right fit for this office. Preference will be given to attorneys who are already barred in Oregon, or can transfer immediately from another state using Oregon's comity rules.

Job Responsibilities

Our lawyers are fighters, thinkers and doers. They know when to call out bad faith arguments and when to let things go unsaid. But most importantly, they are committed to their clients, and fight to redeem those that society says are unredeemable. Attorneys are generally responsible for a caseload of 10 to 25 new cases a month. We have a mix of misdemeanor, minor felony and major felony-qualified attorneys, and the experience level ranges from court-certified law students to attorneys with decades of experience. Attorneys in our office are the first person a client sees in the jail, and they are responsible for the case from the day the Court appoints us to whenever the case is finally resolved, including referring cases for appeal and fixing sentencing issues. Attorneys are tireless advocates in and out of the courtroom, with strong client skills, consummate professional in their dealings with the other parties in the criminal justice system, and reliable, respectful co-workers who can thrive in a large office with a professional support staff including legal assistants, secretaries, and licensed private investigators.

Applicants must be members of the Oregon State Bar in good standing, or otherwise qualified as indicated above. PDSLC is committed to advance equity and diversity in our workplace, in our hiring, and in the way we represent our clients. We are an equal opportunity employer, and encourage applications from members of historically underrepresented groups to apply. As an employer, we believe in providing an excellent benefits package, including health, vision, dental, and life insurance; long term disability insurance; paid vacation, sick, and personal time; and retirement. We're also a dog-friendly office. **Pay ranges:** Misdemeanor qualified: \$78,610 to \$86,667. Minor to major felony qualified: \$89,528 to \$119,976. Murder qualified: \$125,974 to \$153,123 annually. To apply, please contact Executive Director Caitlin Plummer at attorneypersonnel@lanepds.org. **Include a resume and cover letter.** You can include references if you want, but we won't contact references without your permission. Applications will be considered on a rolling basis.

Training and Onboarding

For misdemeanor attorneys, you won't have a caseload for the first two weeks, and then only three cases a week while you're being trained. For lawyers of all experience levels, you'll join a team of 5 to 7 other attorneys working collaboratively to improve client outcomes and help you be a better lawyer. Your first several trials will also be second-chaired with another attorney. We're committed to this plan, which has greatly improved client outcomes, reduced turnover and made the office a better place to work. We're continuing to build a more sustainable career for public defenders and keep the focus on our clients.

About Public Defender Services of Lane County

Public Defender Services of Lane County is a private non-profit organization committed to defending the rights of people who are facing a loss of their personal liberty due to the actions of the state. We represent adults and juveniles charged with everything from trespass to murder. We fight for the rights of people who are accused of violating their probation, and for those who are facing jail because they are behind on their child support payments. We fight for the rights of parents and children when the State becomes involved in termination proceedings, and we fight for the rights of those afflicted with mental illness when the state tries to hold them in the state hospital against their will.

The office has a rich history of defense advocacy, and has been a non-profit public defender since 1977. You'll have the benefit of mentorship from attorneys with decades of experience, as well as new perspectives from newer members of our team. Our office qualifies for public interest loan forgiveness, subject to the whims of the federal government. We offer excellent starting benefits including three weeks of vacation, a generous retirement plan, competitive health insurance and the satisfaction from fighting the good fight and being the champion of the underdog.

We strive to put our clients first, and zealously pursue our client's best interest regardless if they're facing a single charge of criminal trespass or a dozen allegations of violent felonies.

Our Mission Statement: We treat our clients with dignity, empower them to make informed choices and fight to defend their rights.

Our goals (how we fulfill our Mission):

1. We deliver outstanding legal services.
 2. We uphold the presumption of innocence without regard to the accusations against our clients.
 3. We deal ethically with our clients, witnesses, the courts, and all other representatives of the criminal justice system.
 4. We strive to lead by example in the criminal justice community.
 5. We provide a supportive environment where employees and clients are treated with respect and dignity, regardless of race, gender, sexual orientation, economic and cultural background, religion, age or disability.
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