



BRENDON D. WOODS
Public Defender

YOUSEEF J. ELIAS
Chief Assistant Public Defender

Holistic Defense Mitigation Specialist II Position

The Alameda County Public Defender's Office is seeking a Holistic Defense Mitigation Specialist II (HDMS II) passionate about providing re-entry services/case management and advocacy to felony clients alongside the attorney, as part of the legal defense team.

The Department

The Alameda County Public Defender's Office strives to provide its clients with comprehensive holistic defense services. Our model of client-centered holistic criminal defense is enhanced by wrap-around services that seek to address the collateral consequences related to a criminal case. We provide the highest quality of indigent criminal defense by vigorously advocating for the rights of individuals facing criminal charges in adult and juvenile court. Our mission is to zealously protect and defend the rights of clients through compassionate and inspired legal representation of the highest quality, in pursuit of a fair and unbiased system of justice for all. For additional info, please visit: <http://www.acgov.org/defender/>.

The Alameda County Public Defender's Office is proud to be an equal opportunity employer and we deeply value the diversity of our staff. We are committed to building and supporting a culturally diverse workplace and we encourage women, people of color, LGBTQ individuals, veterans, people with disabilities, and people from other underrepresented groups to apply. (Please also see Alameda County's statement about being an Equal Opportunity Employer).

The Position

Holistic Defense Mitigation Specialists are responsible for conducting interviews and needs assessments of primarily AB109 clients in order to develop written social history reports, assessments, and re-entry service plans to assist in their return to the community. Reports are provided to district attorneys and judges. Mitigation specialists may engage in verbal advocacy or testimony on behalf of clients. Mitigation specialists work closely with the attorneys of the public defender's office and collaboratively with other agencies to ensure that appropriate services are provided to clients and may provide interim case management.

A successful candidate is expected to develop strong collaborations with community-based agencies that provide services and have excellent writing skills. This is a writing intensive position. This role also includes assisting with special assignments, including developing social history reports for individuals facing long-term prison sentences for the purposes of future youthful offender parole hearings or resentencings pursuant to Penal Code sections 1170(d)/1170.03.

Best practice for this position includes in-person and on-site work and involves local travel. This is a provisional holistic defense mitigation specialist position with a realignment specialty designation.

The Ideal Candidate

In addition to meeting the minimum qualifications stated below, the ideal candidate will have demonstrated a track record of success in the following areas:

- Knowledge and experience in social welfare practices, socioeconomic conditions, and trends.
- Competency in culturally responsive approaches when working with families and specifically with individuals involved in the criminal and/or juvenile legal systems.
- Highly motivated, flexible, and show a commitment to working specifically with public defender clients.
- Maintain standards of excellence.
- Compassionate and open-minded.
- Consistently maintain effectiveness when experiencing change in work responsibilities, priorities, and deadlines and take prompt action to accomplish objectives.
- Outstanding organizational skills with the demonstrated ability to independently prioritize and manage multiple on-going cases.
- Bilingual in Spanish and English is highly desirable, but not required.

Minimum Qualifications

Either I:

Experience:

The equivalent of one (1) full-time experience in the class of Holistic Defense Mitigation Specialist I in the Alameda County classified service.

Or II

Education:

Possession of a master's degree from an accredited college or university in social work, marriage and family therapy, psychology, sociology, clinical psychology, counseling, or related field.

AND

Experience:

The equivalent of two (2) years full-time experience conducting mitigation, court advocacy, case management, and /or other social work support services for people impacted by the criminal or juvenile legal systems.

A valid California motor vehicle operator's license is required.

Salary and Benefits

Salary range \$88,441.60- \$107,494.40. Candidates with requisite skillset may also qualify for bilingual salary adjustments. This is a flexibly staffed class series with the potential to promote to Holistic Defense Mitigation Specialist III. Alameda County offers a comprehensive benefit package including but not limited to health insurance (medical, dental, vision) and life insurances among other competitive benefits.

Please submit a letter of interest and resume no later than Friday, January 13th.

Send to Social Worker Hiring Committee at ACPDRecruitment@acgov.org.