

Jefferson County Public Defender's Office

THE JEFFERSON COUNTY PUBLIC DEFENDER'S OFFICE IS AN EQUAL OPPORTUNITY EMPLOYER. We encourage all qualified applicants to apply without regard to age, color, national origin, disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression.

ASSISTANT PUBLIC DEFENDER

The Jefferson County Public Defender (JCPD) seeks a dedicated attorney to serve as an Assistant Public Defender for the Birmingham Division. JCPD provides high-quality, zealous representation to indigent defendants in the Birmingham Division. All skills must be completed simultaneously working with a dedicated defense team that is focused on holistic, client-centered representation. Our office is committed to seeking and sustaining a culturally and ethnically diverse working environment. We are an office of 40+ attorneys and a complete array of administrative support staff, investigators and social service workers. We firmly believe that continuing to build a diverse staff with passion and knowledge in serving our indigent clientele will yield better results both in and out of court.

Attorneys are not permitted to engage in the private practice of law. Attorneys in the office may not engage in employment outside of the office without the express permission of the Public Defender.

The Jefferson County Public Defender's Office is located at 950 22nd Ave. North, Birmingham, AL 35203. This is a full-time position, work hours are generally 8:00am – 5:00pm, Monday – Friday. Occasional evening and weekend hours may be required when needed.

THE SUCCESSFUL CANDIDATE WILL POSSESS:

- Ability to effectively communicate with clients, colleagues, judges and jurors
- Passion for indigent defense and a willingness to ethically and zealously advocate regardless of the scenario
- Desire to adapt and thrive in a fast-paced, team-oriented environment
- Ability to competently and resourcefully prepare for and manage an active caseload.
- Desire to engage in zealous representation of clients in criminal matters at every stage of the criminal process.
- Initiative to seek professional development through training, continuing legal education and trial skills courses.

- Ability to garner community support by building strong working relationships with the courts, government, community-based organizations and the private bar.

SKILLS/QUALIFICATIONS:

- Juris Doctor degree
- Possession of a certificate of admission to the Bar of the Supreme Court of the State of Alabama. Prospective Bar admittees are encouraged to apply, but any potential offer of employment would be contingent on admission to the Alabama State Bar by 9/30/26. Applicants from other jurisdictions must be licensed to practice in Alabama by 9/30/26 as well.
- While previous trial experience in the field of criminal law is preferable, it is not a requirement
- Ability to manage a caseload in a fast-paced environment.
- Demonstrated commitment to advocacy for disadvantaged individuals and/or to issues of economic, social, and racial justice.
- Demonstrated analytical, research, writing, and oral advocacy skills.

COMPENSATION AND BENEFITS

Salary: TBD

Employees of the Jefferson County Public Defender's Office receive State of Alabama Employee benefits including:

- Paid sick leave;
- 13 paid holidays;
- Paid annual leave;
- Subsidized employee health insurance, with optional family coverage; • Flexible employee benefits; and • Retirement plan.

Interested applicants should send a resume and cover letter to careers@jeffcodefender.org.

Positions within the Jefferson County Public Defender's Office are at-will and not subject to the State of Alabama's Merit System.

Applications will be accepted on a rolling basis. Applicants who took the July 2026 Alabama State Bar exam are encouraged to apply and any prospective offer of employment will be contingent on admission to the Bar by 9/30/26.

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