



# 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 Attorneys to join our Multnomah County and Washington County Offices.** The Attorney position provides court appointed criminal defense services in both Multnomah and Washington counties, Oregon. Attorneys who are assigned to a trial unit will review charging instruments and police reports and other discovery provided by the State. The attorneys will meet with clients and learn the client's goals for the representation and any special needs of the client. Attorneys then determine what further investigation to undertake and direct that investigation. Attorneys determine what legal issues need development, research those issues, and present them in the appropriate forum. The attorney will negotiate with the State and promptly advise the client of the status of the negotiations. The attorney will litigate any legal issues that are necessary and appropriate, including bringing cases to trial. The attorney will also conduct any post-trial litigation necessary such as sentencing and post-trial motions (excluding appeals.)

Attorneys assigned to other units (specialty courts, juveniles) will also review documents provided by government agencies, discuss them with clients, and develop a strategy for representation in consultation with the client, and then carry out the representation in accordance with that strategy.

Attorneys will conduct their law practice according to all applicable statutes, practice standards, and the Oregon Rules of Professional Conduct. Attorneys receive general supervision from the Chief Attorney.

This position pays \$80,300.00 - \$127,808.00 per year. Staff is a member of Union AFSCME Public Defenders Local 3668 after the completion of 6 months evaluation period. This is a full-time 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 contributes 6% of your annual salary with full vesting after the completion of 5 years of service
- PTO – 24 hours upon hire and accrue monthly up to 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**

- Must be a current member of the Oregon State Bar in good standing.
- Experience working in indigent criminal defense.
- Areas of proficiency should include evidence, criminal law, criminal procedure, court procedure, ethics, and collateral consequences.

### **Position Preferences**

- Ability to lead by example in the handling of work assignments, as well as in the treatment of staff and others in the criminal justice system.
- Ability to pass 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 prior 15 years).
- 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.
- Work is generally sedentary, in an office setting, courthouse, field location or jail facility.
- There are frequent requirements for some physical activity such as carrying boxes of records weighing up to 10 pounds, stooping to extract records from files, or carrying and setting up display easels in court.

### **Special Considerations:**

- Staff attorneys may participate only in MPD assigned legal work for compensation during the term of their employment, except for cases obtained prior to employment with the office. Permission from the Executive Director is required to continue representation on prior non-MPD cases and/or to be involved in active representation on a pro bono basis.

*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.*