

HIRING PRACTICES OF CALIFORNIA PUBLIC DEFENDER OFFICES

Updated June 2024



County Map of California



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Hiring Practices of California Public Defender Offices¹

INTRODUCTION

Congratulations! If you are reading this guide, you are considering stepping into one of the most rewarding and impactful legal careers on this planet. Public defenders leverage their legal expertise and compassion for the human experience to preserve the adversarial system, fight for civil liberties, dismantle institutional prejudice, and help the most disadvantaged and vulnerable members of our communities. Public defenders advocate in courtrooms, connect with clients and families, and work with autonomy to achieve the best outcomes for their cases. California public defenders are well-paid and work manageable hours. Public defender offices are staffed with defenders who share the same passion and provide support and camaraderie for their colleagues. Simply put, embarking on this path empowers you to use your legal education to join a strong community of advocates who serve as instruments of change in social justice, one client at a time.

Staffing Changes

Staffing changes may occur after the publication of this directory. To ensure that you have current information, you should **always** verify the name of the hiring attorney and recruiting coordinator, the spelling of their names, and the address, before corresponding with these offices. Before interviewing you should verify the name of the Public Defender in the county, and research her/him and the office to which you are applying.

California Public Defender Association

An excellent tool for finding contact information on various public defender offices and their website links is the California Public Defender Association. Their website is <http://www.claraweb.us/>. For a directory of California public defender contacts, go to www.cpda.org/County/county.pdf and for the directory of California public defender websites, go to <http://www.cpda.org/publicarea/county/countypdwebsites.html>.

¹ Please note: the information in this guide is subject to change and you should not solely rely on this guide for application deadlines, salaries, etc. Please be sure to review the individual county websites and/or reach out to the county representatives for the most current information. Be aware that hiring practices can change at any time due to budget constraints.

Other Types of Defender Offices

Visit <http://www.cpda.org/publicarea/county/county.html>, and you will find a list that also includes alternate defenders, conflict defenders, California Appellate Project offices and Indigent Criminal Defense Panel Administrators. These offices, not listed here for the most part, may also be a source of volunteer or paid positions.

On-Campus Interviewing

Some counties conduct on-campus interviews at several law schools. Check with your Career Services Office for more details.

Bar Certified Law Student Internships

Students who have taken Evidence and Civil Procedure may be able to make appearances on the record in some public defender offices.

Under the Practical Training of Law Students Program, students can become “bar certified” and are able to provide legal services under the supervision of an attorney.² In some public defender’s offices, bar certified law students have the opportunity to make appearances on the record, under the guidance of their supervising attorney. In many counties, bar certified students can represent clients at arraignment hearings and argue pretrial motions. In some rural counties, bar certified law students may even be able to conduct preliminary hearings and misdemeanor trials.

In order to apply to be a bar certified, law students need to complete the following requirements prior to their internship:

- Be a law student currently enrolled in a J.D. program at an American Bar Association-accredited, California-accredited, or California-unaccredited (registered) law school;
- Have successfully completed one full year of studies, a minimum of 270 hours; passed the First-Year Law Students’ Exam, if required; and enrolled in a second, third, or fourth year of law school in good academic standing or graduated from a law school; and
- Have successfully completed or be currently enrolled in and attending courses in **Evidence** and **Civil Procedure**.

You can find more information at following website for the State Bar of California:

<https://www.calbar.ca.gov/admissions/special-admissions/practical-training-of-law-students>

² California Rules of Court, rule 9.42(d).

Post Bar Programs

Most public defender offices in California do not interview or hire for entry-level attorney positions until after a student has graduated and passed the bar. Instead, many offices hire post-bar law clerks to work from after the student takes the bar until bar results come out. Many of these positions allow bar certified clerks to appear on the record. These positions can be paid or unpaid; and, in many offices, students who are hired for these positions have an advantage in landing employment as an entry-level attorney once they pass the bar.

While some counties have post-bar programs, other counties might extend offers to recent graduates to work as investigators, support staff or other similar classification while awaiting bar results. Therefore, students interested in working in a particular county should reach out to the Chief Public Defender for that county to inquire.

Public Service Loan Forgiveness

Attorneys who become public defenders can apply for federal Public Service Loan Forgiveness (PSLF) to have the entire amount of their direct law school loans forgiven.³ PSLF is a federal program that allows student loans to be forgiven after 10 years (120 months) of qualifying payments made while working for an eligible public service employer. Public defenders in California have been relieved of amounts as large as \$300,000 in student loans through this program.

In addition, there are other smaller state programs that students can apply to have loan forgiveness within a shorter time frame. Public Interest Attorney Loan Repayment (PIALR) through the California Student Aid Commission repays up to \$11,000 in student loans for public interest lawyers who agree to work in the field for four years.⁴

Consider a Road Less Traveled

Public Defender Offices in Legal Deserts/ Rural Counties⁵

Passionate, committed public defense attorneys are needed across the state to fulfill the constitutional mandate of effective counsel to all indigent defendants. In rural California,

³ For complete information, see Federal Student Aid [Public Service Loan Forgiveness \(PSLF\)](#); Also see Office of State Public Defender's publication "Federal Public Service Loan Forgiveness (PSLF) for California Defenders" for a step-by-step guide on how to apply.

⁴ See [Public Interest Attorney Loan Repayment \(PIALR\)](#), California Student Aid Commission.

⁵ Per California State Bar data and population data, these are public defender's offices in counties with more than 25 percent rural population and/or less than 2 attorneys per 1,000 county residents. See also, "[California's Attorney Deserts: Access to Justice Implications of the Rural Lawyer Shortage](#)", *California Commission on Access to Justice*, July 2019. See also, Hans Johnson and Marisol Cuellar Mejia, Rural California, Public Policy Institute of California, found [here](#).

however, the need is dire. Many rural counties in California are legal deserts; they have fewer attorneys per capita than their urban counterparts, leading to attorney shortages in rural county public defender offices. (See Map.) In these counties, incarceration rates are disproportionately higher: more people are sent to prison and/or jail than their urban neighbors even though their crime rates are comparable or lower. California law students need not go to Mississippi or Texas to fight mass incarceration; there are many California counties where the need for a new lawyer's passion and commitment are just as critical.⁶ At the same time, joining a rural county's public defender office can provide career and quality of life opportunities for recent law school graduates that many urban county offices cannot.

Opportunity for Impact

Fighting for one's client in the face of a criminal legal system plagued by systemic inequity is one of the most rewarding aspects of being a public defender. Public defenders feel a great sense of purpose because of the profound impact they have on their clients' lives; indeed, this sense of purpose is one of the most important intrinsic motivators to sustain the challenging work of indigent defense.⁷ Nowhere is the opportunity for such client impact greater than in California's rural counties. Because the need for indigent defense attorneys in these counties is so great, attorneys choosing to serve as public defenders in these offices have an outsized impact not only on the lives of their individual clients, but also on the community as a whole.

Fast-tracked Experience

Working in a rural public defender office offers many upsides for young attorneys looking to fast-track their career development. In most public defender offices, regardless of size or location, entry-level attorneys start with misdemeanors. Unlike in urban counties, newer public defenders in smaller/rural counties are often presented with the opportunity to handle low-level felonies within 1-2 years and may often find themselves handling more complex cases (i.e. homicide, gang cases) within 3-4 years. Because of these accelerated opportunities for trial and litigation experience, attorneys move up the ladder at a faster pace.

Law students can also find unique opportunities by interning in a rural county. Bar-certified law students in rural counties are often able to conduct preliminary hearings in felony cases and misdemeanor jury trials, even as summer interns, and post-bar clerks will have an advantage in securing employment as attorneys after passing the bar.

Quality of Life

Rural and smaller counties can offer cost-of-living and quality of life advantages for recent law graduates. Many lawyers thrive in the smaller office settings of rural counties where not only are

⁶ Widra, Emily and Felicia Gomez, "[Where people in prison come from: The geography of mass incarceration in California](#)", *Prison Policy Initiative*, August, 2022.

⁷ Bacak et. al, "Fighting the Good Fight: Why do Public Defenders Remain on the Job", *Criminal Justice Policy Review*, 2020.

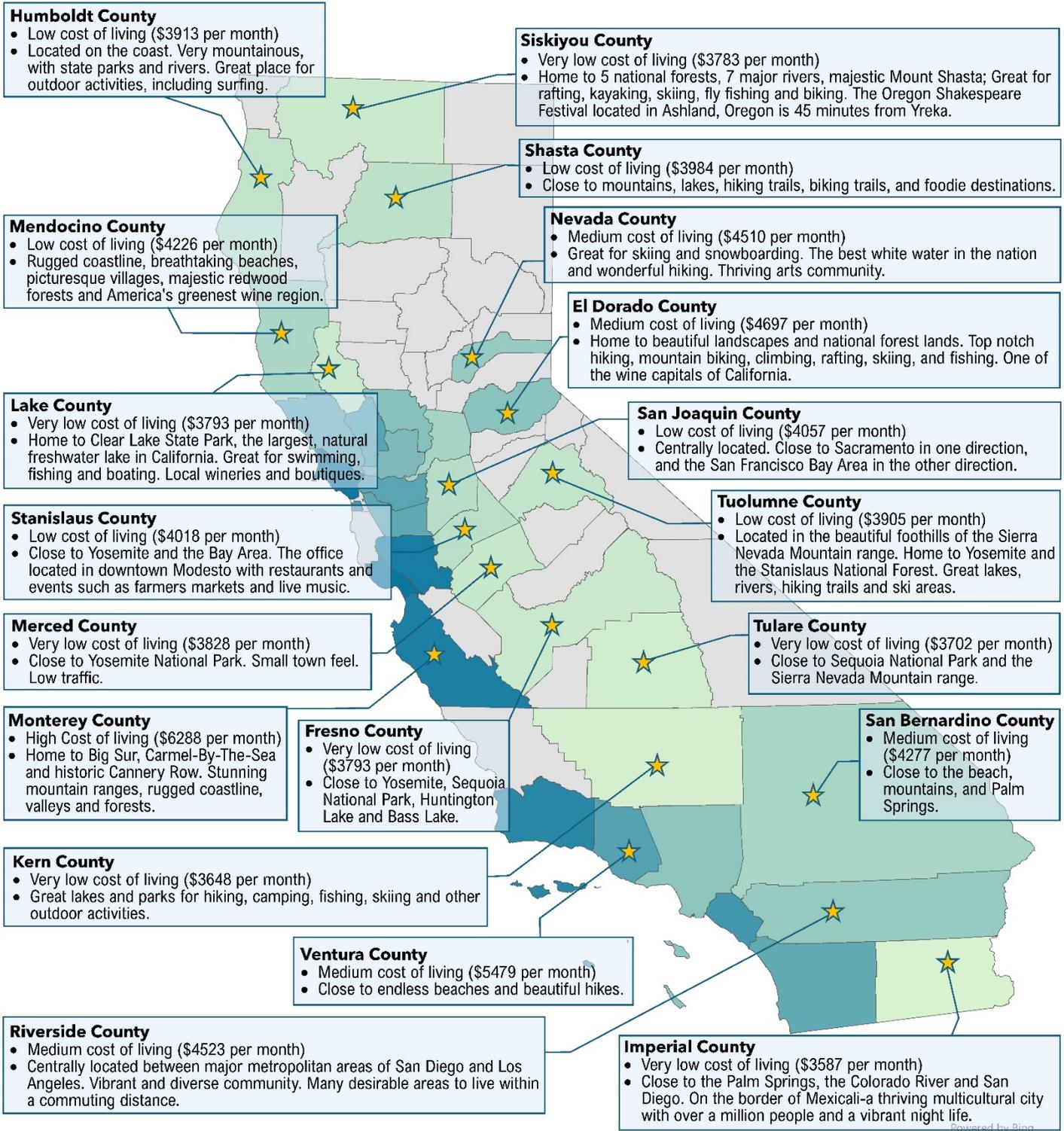
there faster opportunities for career advancement, but also camaraderie and community critical to a positive work environment.⁸ Lawyers who work in rural counties join offices with cultural values that prioritize quality of life, community, and collaboration.

Though rural county public defender offices may not offer the same starting salaries as urban offices, the cost of living in rural areas – particularly housing – allows earnings to go much further. Additionally, many rural California counties are home to popular state and national parks, granting public defenders working in these counties unparalleled access to scenic lakes, hiking trails, and other natural beauty. All these work-life balance advantages merit significant consideration as a new attorney begins their practice, making rural/small county public defense offices an excellent option for a meaningful and fulfilling career in indigent defense.

⁸ Ibid.

Consider a Road Less Traveled

Monthly Cost of Living (Total) 
 \$3,587 \$6,527



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The above counties either have a significant [rural population](#) (over 25%) and/or fewer than 2 attorneys per 1,000 county residents.
 Cost of living is the total monthly expenses for a 1-person household including housing, food, transportation, healthcare and other necessities. Data from Economic Policy Institute, State of Working America Data Library, "Family Budget Calculator," 2024.

ALAMEDA COUNTY

PUBLIC DEFENDER: Brendon D. Woods
1401 Lakeside Drive, Suite 400
Oakland, CA 94612-4219

Ph: (510) 272-6600
Fax: (510) 272-6610
<http://www.acgov.org/defender/>

Alameda County is a wonderfully diverse community with a rich history of social justice activism.

The Alameda County Public Defender office's mission is to zealously protect and defend the rights of our clients through compassionate and inspired legal representation of the highest quality, in pursuit of a fair and unbiased system of justice for all.

Alameda County Public defenders have a hybrid vertical and horizontal representation model. They also have a holistic defense model, they have imbedded team of clean slate lawyers, post-conviction lawyers, social workers, immigration attorneys, partners for justice advocates, and investigators that work on behalf of our clients. People who are interested in holistic criminal defense. Coursework in Evidence, Criminal Procedure and Trial Advocacy is preferred but not required.

SUMMER LAW CLERKS

The Alameda County Public Defender's Office offers law students the opportunity to gain the traditional experience in research and writing, as well as practical "hands on" experience of assisting Public Defenders in court. In general, law clerks perform legal research and writing, conduct client intake interviews, litigate motions, conduct evidentiary hearings and assist attorneys in case preparation for trial or disposition. All law clerk work is done under the supervision of a senior Public Defender attorney. Law students who are exploring a career in criminal defense work will find their experiences with the Alameda County Public Defender an invaluable step in their career development.

They offer paid positions (\$15.97/hour) for students who do not receive funding from school or outside sources. The office usually has 20-25 interns that generally work together in teams in their assigned units. They hire 1Ls, 2Ls and 3Ls and accept applications year-round but generally recruit during Fall and Spring OCIs. Interns typically work 37.5 hours/week

Internships begin with a comprehensive orientation and training program introducing law clerks to our county court system, the office's holistic model of defense, basic criminal procedure as well as criminal litigation skills such as cross examination techniques, objection practice, and litigating motions. Interns are invited to and encouraged to attend office-wide and branch specific trainings during their internships.

Duties of law clerks will vary depending on branch assignments, but law clerks can expect to gain experience in research, writing, client intake interviews, discovery review, and opportunities to observe court proceedings.

If certified, law clerks can expect to get opportunities to appear in court on the record where they will argue legal motions (995 motions, Motions to Dismiss, 1538 Motions to Suppress), and appear with clients at arraignment or for progress reports.

Supervising attorneys will provide feedback to interns.

All law students seeking a position must have completed courses in Criminal Procedure and Evidence and must be eligible for certification under the Rules Governing the Practical Training of Law Students by the State Bar of California. Applications are accepted continuously, however the bulk are received during On Campus Interviews in the fall. All inquiries should be directed to: Shaylana Cleveland [Alameda County Public Defender Recruitment Officer](mailto:acpdrecruitment@acgov.org): acpdrecruitment@acgov.org. Please include a cover letter, resume and writing sample.

POST-BAR LAW CLERKS

Post-Bar Legal Assistants perform legal research and writing, conduct client intake interviews, litigate motions, conduct evidentiary hearings and assist attorneys in case preparation for trial or disposition. All legal assistants are compensated and must be certified under the Rules Governing the Practical Training of Law Students by the State Bar of California or admitted to the State Bar. Applications for post-bar legal assistants are accepted during On Campus Interviews and from July to November. They hire about 8 post-bars and the position is a year-long. Post bar legal assistants are currently compensated at \$33.25 per hour, or \$64,837.50 per year and receive medical and dental benefits. About 70% of post-bar legal assistant get hired to be full time attorneys after passing the bar. They are looking for a demonstrated commitment to providing zealous representation for indigent criminal defendants. Applicants must demonstrate strong oral advocacy skills as well as legal research and writing.

All inquiries should be directed to: [Alameda County Public Defender Recruitment Officer](mailto:acpdrecruitment@acgov.org): acpdrecruitment@acgov.org. Please include a cover letter, resume and writing sample.

ATTORNEY POSITIONS

Appointments to all vacant Associate Deputy Public Defender positions are made by the Public Defender from a civil service hiring list prepared after an examination coordinated by the Alameda County Personnel Department. The Personnel Department receives applications during an open period of 26 days. Applications for Associate Deputy Public Defender are generally accepted once a year, from mid-November to mid-December following the summer bar exam results. The starting salary is \$120,432.00 - \$181,833.60/year with a full benefits package. Once hired the county offers the financial incentive of paying a new hire's bar dues.

[Complete job description](#)

[Notify me when the examination will occur](#)

All Associate Deputy Public Defenders initially work in a branch office where they are assigned cases of increasing difficulty. They usually start in misdemeanor trials and misdemeanor attorneys usually try 4-6 cases a year. By the end of the third year most lawyers are assigned their first felony jury trial case load. After demonstrating proficiency in the trial of felony cases, Associate Deputy Public Defenders are promoted to the position of Deputy Public Defender. The Office provides ongoing in-house training for all attorneys; the Alameda County Public Defender is approved as a provider of Minimum Continuing Legal Education (MCLE) by the State Bar of California.

California Bar membership required. They do hire recent graduates. Apply through the county's Human Resources Services: <http://www.acgov.org/hrs/index.htm>. County application and civil service exam required. The examination for Associate Deputy Public Defender is generally conducted once a year, often in the period following the results of the summer Bar Examination.

ALPINE COUNTY

Kyle Neddenriep, Contract Public Defender
Ph: (530) 208-0911
www.alpinecountyca.gov

Alpine County is the least populous county in California, there are less than 1500 permanent residents. Therefore, they only handle about 60 cases in total a year. Alpine County operates as a contract public defender office. The county contracts with a local attorney to provide public defender services to the county. Because there are so few cases, it's essentially a part-time position for one person. Because the office is so small they are not really opportunities for new hires or even internships or post bars.

However, if interested, please contact **Kyle Neddenriep**, kyle@kylededdenriep.com.

AMADOR COUNTY

Chief Defense Attorney: Randall Shrout
Richard A. Ciummo & Associates
201 Clinton Rd., Ste. 202
Jackson, CA 95642

Ph: (209) 223-0877
Fax: (209) 223-0831
<http://www.ciummolaw.com/>
admin@ciummolaw.com

This county contracts out its public defender work. Interested students and graduates should contact the above office to inquire about law clerk or attorney positions.

BUTTE COUNTY

**Nicole Diamond, Executive Director
Public Defender's Consortium**

Ndiamondlaw@gmail.com
www.buttecounty.net

This county contracts out its public defender work. Interested students and graduates should contact **Nicole Diamond** to inquire about law clerk or attorney positions.

CALAVERAS COUNTY

**265 W. Charles Street, Suite 4 (physical address)
San Andreas, CA 95249
P.O. Box 725 (mailing address)
San Andreas, CA 95249**

**Ph: (209) 754-4321
Fax: (209) 754-4143**

This county contracts out its public defender work. Interested students and graduates should contact the above office to inquire about law clerk or attorney positions.

COLUSA COUNTY

Albert Smith
229 Fifth Street
Colusa, CA 95932-1346

Ph: (530) 458- 8801
albertsmithlaw@yahoo.com
<http://www.colusa.courts.ca.gov/>

This county contracts out its public defender work. Interested students and graduates should contact **Albert Smith** to inquire about law clerk or attorney positions.

CONTRA COSTA COUNTY

PUBLIC DEFENDER: Ellen McDonnell

Main Branch
800 Ferry Street
Martinez, CA 94553
Ph: (925) 608-9600
<https://www.cocopublicdefenders.org/>

Richmond Branch
3811 Bissell Ave.
Richmond, CA 94805
Ph: (510) 942-4900

Walnut Creek Branch
2020 N. Broadway, Suite 208
Walnut Creek, CA 94596
Ph: (925) 608-4400

Alternate Defender Office
627 Ferry Street
Martinez, CA 94553
Ph: (925) 335-8181

SUMMER LAW CLERKS

Every summer, the office welcomes a class of 15-20 full-time volunteer interns. Summer interns are imbedded into one of their 3 offices for a ten-week program that provides an in-depth experience of the day-to-day life of a public defender. Summer law clerks work with attorneys on their cases by researching and writing pretrial motions and performing a wide range of other research and case preparation duties. Interested students may be assigned to work closely with attorneys engaged in jury trials. Law students certified by the State Bar may have the opportunity to argue motions in court under the supervision of an attorney.

Contra Costa County Public Defender interns, externs and graduate law clerks receive a comprehensive orientation at the beginning of their clerkship, which covers the substantive areas of law most frequently encountered in a public defender office. Each law clerk is paired with an attorney mentor who assures the clerk's individual goals are met and provides guidance and advice to further the clerk's professional development.

Clerks work closely with attorneys on their cases. A typical clerkship involves:

- Interviewing clients and visiting them in jail
- Researching and writing pretrial motions
- Providing trial support to attorneys
- Litigating motions in court
- Working on a variety of cases including misdemeanor, felony, and juvenile

Many of Contra Costa County Public Defender attorneys have previously clerked or externed for the office.

Summer internship classes are hired by early spring semester. To apply, send your resume and cover letter by January 31 to CCPDInternship@pd.cccounty.us.

In addition to summer programs, each semester, the office hosts law students from around the country for course credit. In addition to the general criminal justice externships, they offer specialized programs in racial justice, reentry and juvenile practice. Application timeline is rolling. To apply, send your resume and cover letter to CCPDInternship@pd.cccounty.us.

POST-BAR LAW CLERKS

The office offers several compensated post-bar clerkship positions for law school graduates. Graduate law clerks earn about \$25.00 per hour. The one-year clerkship term begins in August. Hiring begins in the fall of the preceding year. Applications are due by the 3rd Monday in October. Applicants who qualify for an interview will be contacted to schedule an interview in November. Hiring decisions are completed by January. To apply, send your resume and cover letter to CCPDPostBar@pd.cccounty.us.

ATTORNEY POSITIONS

Attorneys quickly gain a substantial amount of trial experience beginning with misdemeanor cases and progressing to felonies of increasing complexity. It is not unusual for experienced attorneys to have done over 40 felony jury trials. Many senior attorneys in the Department have tried in excess of 75 felony jury trials. Several attorneys have been lead counsel in capital cases. Some attorneys are State Bar Certified Criminal Law Specialists.

Attorneys discuss their cases with more experienced attorneys during staffing meetings and, when appropriate, have mentor attorneys. Newer attorneys quickly gain a substantial amount of trial experience at both the misdemeanor and felony level. Contra Costa County consistently ranks at the top of the state's counties in terms of the number of cases tried to a jury verdict. Attorneys interested in learning the skills of trial advocacy can become able trial lawyers in a relatively short period of time. New misdemeanor attorneys average 1-2 jury trials each month along with a substantial motion practice.

Representation of clients is vertical: attorneys in the office handle their own cases from the beginning to the end of representation. The office's policy is to rotate attorneys among both office locations and geographical areas of the County so that experience can be gained practicing in all courts and in all practice groups.

Attorneys are selected from a large pool of interested candidates. The office recruits attorney candidates from diverse backgrounds with a record of high academic achievement from law schools nationwide. In addition to educational prerequisites, the most highly qualified candidates may have related job experience and other characteristics that will make them successful practitioners in the highly competitive criminal justice environment in Contra Costa County. Applicants undergo a screening, interview and testing process.

Apply through the county website here: <https://www.governmentjobs.com/careers/contracosta>. Entry level attorney hiring is continuous.

DEL NORTE COUNTY

Elly Hoopes
Hoopes Law
508 H St., STE 9
Crescent City, CA 95531

Phone: (707) 951-6901
Hmhoopes2@aol.com

In 2023, this county voted to create a chief public defender position, but will continue to also contract out its public defender work. Interested students and graduates should check back at the county's website for information on the new Public Defender and contact the above office to inquire about law clerk or attorney positions.

EL DORADO COUNTY

CHIEF PUBLIC DEFENDER: Teri M. Monterosso

Shingle Springs Office
3976 Durock Road, Suite 104
Shingle Springs, CA 95682
Phone: (530)621-6440

South Lake Tahoe Office
1360 Johnson Boulevard, Suite 106
South Lake Tahoe, CA 96150
Phone: (530) 573-7955

<https://www.eldoradocounty.ca.gov/Public-Safety-Justice/Safety-Justice/Public-Defender>

El Dorado is a stunningly beautiful county, which has vast national forest lands. Hiking, mountain biking, climbing, rafting, skiing, and fishing are all top notch. It is also one of the wine capitals of California, with many award-winning vineyards in every corner of the county! El Dorado County is a vacation destination! It is close to Folsom, El Dorado Hills, and Sacramento, where many great restaurants are located. There is theater, shopping, and dining within 20 minutes of almost anywhere near the office. Yet if you live in this county, especially in the more rural areas, you can see a million stars at night. It has the best of both worlds.

The office has a vertical defense, except for specialty courts. When the clients enter a diversionary-type program, they typically have a different attorney. The office practices holistic defense. It has a Social Worker and two Paralegals. The Social Worker and one of the paralegals evaluate every in-custody person who will be arraigned, in order to get earlier dispositions for diversion and/or earlier entry into services for clients, who need that help! The Social Worker also mentors the clients through the diversion process, as needed, and the Social Worker does some "case management," to obtain the best possible outcome for our clients. They have a juvenile unit, although juvenile work requires lots of specialty training. They are always open to training someone with a passion for helping juveniles, who remain an incredibly vulnerable population. It is one of the few county public defenders who handles a robust conservatorship caseload and it is a great opportunity to help the mentally ill and the elderly through that system.

If you want to be a warrior for justice, this small county needs you. They are up against a better-funded district attorney's office and sheriff's department, with little to no community-based organizations to assist them in bringing criminal justice reform to their clients. You would be in the thick of the battle for change and you would make a difference.

SUMMER LAW CLERKS

The office will hire 1-2 interns in the summer. The position is volunteer, but the office will try it's best to compensate students (between \$16-20/hour), depending on the county budget. The office prefers certified 2L students, but is open to hiring a 1L depending on the candidate and their overall qualifications. The office is looking for enthusiasm, a drive to learn quickly, self-motivated, and friendly! The Assistant Public Defender spends several days going over the various units in the office, office procedures, the case management system, and then the intern goes to court to watch the attorneys, before diving into work. Another attorney is always around to supervise or ask questions of, so the intern doesn't feel isolated. Interns will do everything from research, writing motions, listening to audio evidence, to interviewing clients in court, and, if they are certified, to even make appearances and argue motions. We've had interns work on literally every kind of case, including homicide cases.

They like to begin reviewing applications in February. Students interested in law clerk positions should contact **Tim Pappas, Assistant Public Defender** at timothy.pappas@edcgov.us.

POST-BAR LAW CLERKS

The office may hire 1-2 post-bar positions. These are paid positions that pay about \$18-22/hour. Every post-bar clerk the office has had has been hired into full-time attorney positions. Preference is given to applicants who have worked in the office, but it isn't required. They look for the same qualities as in an intern: someone who is eager to learn quickly, thinks fast on their feet, self-motivated, and friendly. There is no set timeline to apply. Those interested should contact **Tim Pappas, Assistant Public Defender** at timothy.pappas@edcgov.us.

ATTORNEY POSITIONS

Starting salary for entry-level attorneys is \$7,713/month plus medical, dental, retirement system, vacation, sick leave, holidays, deferred comp match, employee assistance program. (see County website). This department can offer a hiring bonus and moving costs, as well as some starting vacation hours. For all attorneys, the County pays bar dues. Most new attorneys begin in misdemeanor cases. They share the caseload with other misdemeanor attorneys, but are mentored by the Lead Misdemeanor Attorney. Although there are no definitive jury trial requirements, hopefully the new attorney can find a trial or two within the first several months. Once the new attorney has a year or more in misdemeanors, assuming they've done 4 to 6 jury trials already, they could begin second-chairing the more complex cases, even felonies. From there, the progression depends on the individual attorney and the needs of the office. The average attorney tries 4-6 misdemeanor trials per year. They encourage the attorneys to do as many trials as possible, because they are firm believers that the more trials you do, the better the deputy PD's are "trained" and the more trust the clients have in us zealously guarding their liberty interests. Some attorneys are ready within the first year or less to take on felony cases, while others can take awhile to adjust. They offer opportunities to "second chair" a felony case and encourage the misdemeanor attorneys to watch any of the felony trials, so that they know some basics. We send new attorneys to the CPDA Trial Skills seminar, which is a week-long, intensive training session, which also helps immensely.

Those interested should contact **Timothy Pappas, Assistant Public Defender**, timothy.pappas@edcgov.us, (530) 621-6440, for any questions about hiring.

FRESNO COUNTY

PUBLIC DEFENDER: Elizabeth Diaz
2035 Fresno Street, Suite 100
Fresno, CA 93721

Ph: (559) 600-3546
Fax: (559)600-1570

The Fresno County Public Defender's Office offers wrap-around services to clients by getting clients into substance abuse treatment and/or mental health treatment. The office will also help clients vacate criminal convictions through the office's Clean Slate Program.

Fresno is a great place to work for many reasons. First, housing is affordable and traffic conditions are very minimal compared to traffic in LA or the Bay Area. Also, Fresno is close to famous state parks, like Yosemite and Sequoia National Park. It is also located close to scenic lakes like Huntington Lake or Bass Lake. Lastly, the Fresno office has work culture that is supportive, dynamic, cutting edge, and amenable to growth and office promotion. The office also has the largest number of Criminal Law Specialists in all of California.

SUMMER LAW CLERKS

The office does hire interns on a volunteer basis. The office does not have paid internship positions. The number of interns they hire varies depending on the need of the office. Interns will work together on certain training modules. But they will work separately when assigned to a specific assignment or to a specific attorney. They do hire 1Ls for summer internships. They usually look to hire summer interns during the preceding fall or winter. They are looking for interns that are motivated, intelligent, passionate and show an interest in pursuing criminal defense. They require interns to work a minimum of 20 hours per week in the summer and 16 hours per week during spring or fall. Also, usually the internships last 3-4 months during the fall, spring or summer.

Interns will receive training on the general structure and workings of the Public Defender Office. This training consists of class training as well as person to person training. Interns will organize paperwork, review and summarize police reports, conduct legal research as well as other related legal tasks.

Interns will receive feedback on their work product from the assigned attorney or the Chief Defense Attorney supervising the interns. Interns may either work with one attorney or may work with more than one attorney.

Certified law students will likely appear on the record to conduct arraignments or argue motions like 1538.5 or Serna motions.

POST-BAR LAW CLERKS

Fresno usually hires post-bars as early as possible prior to the taking of the bar exam. They usually hire about 7 post-bar law clerks. They are paid about \$50,141 annually. A high percentage of post bars are hired into full-time attorney positions. They prefer to hire applicants that have previously interned at their office.

ATTORNEY POSITIONS

Entry-level attorneys will try 4-9 jury trials per year, and will graduate to felony trials after one to two years. They have specialized units (e.g. immigration, juvenile, clean slate) that interns or attorneys can specifically apply to join. Entry level attorneys are paid bi-weekly rate is \$2755 and annual salary \$71,630 with health and dental benefits. They also offer payment of bar dues for new attorneys. Attorneys may start off as a "floater" and not have an assigned caseload. They primarily will be helping other attorneys who are considered trial attorneys with their calendar and cases. Then eventually the floater attorney will then be assigned a caseload.

Attorney positions are listed at the county's Personnel Services website. Attorneys should also forward their cover letter and resume to

Alan de Ocampo, Public Defender at the above address, or abdeocampo@fresnocountyca.gov.

GLENN COUNTY

332 W. Sycamore St.
Willows, CA 95988
Ph: (530) 330-7084

<https://www.countyofglenn.net/government/departments/public-defender>

Glenn county contracts out its public defender work. Interested students and graduates should contact **Geoff Dulebohn** at geoffesquire@gmail.com to inquire about law clerk or attorney positions.

HUMBOLDT COUNTY

PUBLIC DEFENDER: Luke Brownfield
1001 Fourth Street
Eureka, CA 95501
lbrownfield@co.humboldt.ca.us

Ph: (707) 445-7634
Fax: (707) 445-7320
<http://humboldt.gov/1345/Public-Defender>

Humboldt County is located on the coast, with state parks, rivers, very mountainous. Great place to live for people that enjoy outdoor activities including surfing. The Humboldt County Public Defender offers a supportive environment for new attorneys including trial experience for first year attorneys. If you want to be a great trial attorney - this office requires that every attorney be willing to take cases to trial if reasonable and just case settlements are not available. The Humboldt Public Defender office has a vertical representation structure. The office practices holistic defense by utilizing a social worker to assist clients in obtaining critical documents/medical/mental/substance abuse treatment/shelter. This office also handles dependency court matters.

SUMMER LAW CLERKS

This office accepts 1L, 2L and 3L law students for volunteer internships for the fall, spring, and summer. They also have some paid positions at minimum wage. They do hire 1L students. Hiring deadline is May 30th. They are looking for interns that demonstrate commitment and a strong interest in representing indigent defendants. They are also looking for interns that are self-starters. Interns will work under the direction of experienced senior attorneys doing legal research, interviewing clients

(including incarcerated persons), preparation of trial materials and drafting legal documents. Certified law students, have a high likelihood of appearing on the record for misdemeanor matters. Senior attorneys provide feedback for interns.

Interested students should contact **Marie Essig, Assistant Public Defender** at messig1@co.humboldt.ca.us or mail cover letter, resume and writing sample to Marie Essig at the above address.

POST-BAR LAW CLERKS

Humboldt hires post-bars at least 3 months before anticipated start of clerkship. Payment varies, and health Insurance available depending on length of clerkship. The amount of post-bars who are hired for full time positions varies based on funding at the time.

ATTORNEY POSITIONS

Entry level attorneys are recruited after they have passed the bar exam. Application process can take 1-3 months. Entry-level attorneys usually try about 5 misdemeanor trials in their first year. After 3 years, attorneys will graduate to felony cases. They do not have specialty units. Entry-level attorneys are paid \$29.93-\$38.40 per hour depending on experience and have Health/Dental/Vacation/Sick Leave. Entry level attorneys bar dues will be paid for. Entry level attorneys will have a significant entry level case load.

Openings are advertised on the county website. Interested individuals may send a cover letter, resume, and writing sample to **Marie Essig, Assistant Public Defender** at messig1@co.humboldt.ca.us, expressing interest to work in Humboldt County.

IMPERIAL COUNTY

PUBLIC DEFENDER: Benjamin Solario
895 Broadway
El Centro, CA 92243

Ph: (442) 265-1705
<https://imperialcounty.org/public-defender/>

Imperial County is within driving distance of Palm Springs, the Colorado River and San Diego. Although Imperial is a rural county, we are on the border of Mexicali which is a thriving multicultural city with over a million people and a vibrant night life. Because of the proximity to the international border and the two prisons that are located in Imperial County, there are vast and diverse case types. Imperial is a smaller county and the office has smaller caseloads but the learning curve is fast, intense and complex felony cases are often assigned to attorneys just a few years after joining the office. The office has both a horizontal and vertical representation structure. They practice holistic defense by participating in a collaborative court that focuses on comprehensive legal representation, mental health, and advocacy for the client. They have juvenile delinquency, juvenile dependency, collaborative court and mental health units.

SUMMER LAW CLERKS

The office hires up to four summer interns from both the 1L and 2L classes. The positions are volunteer, although some pay may be available depending on current staffing numbers. Summer interns are expected to work at least 20 hours per week for a minimum of 6 weeks. Interns are paired with experienced attorneys and goes with the attorney to court, prepares for trials with the attorney and joins the attorney when they are in trial. Interns prepare analysis of cases, write motions and assist attorneys with their daily calendars. Certified law student will have the opportunity to appear on the record. Not only do the assigned attorneys provide feedback but supervisors often provide direction and advice to the interns. Local judges have taken an active interest in our interns and will often provide comment and observation. Inquire about opportunities by emailing you resume and cover letter to **Daniel Rosenberg, Assistant Public Defender** at danielrosenberg@co.imperial.ca.us. Applications are accepted on a rolling basis and they stop accepting once they have hired 4 interns.

POST- BAR LAW CLERKS

This office will hire 3Ls for post-bar positions. Pay is dependent on staffing. They typically hire 2 post-bar clerks each year. The office views the post bar clerk position as the transitional step before being hired as a full-time attorney by the office. Applicants that have interned with the office usually receive preference but what is most important when they are reviewing applicants is the time, effort and hard work that the applicant is willing to invest. Applications are accepted a month or two before taking the bar exam. Interested students should reach out to **Daniel Rosenberg, Assistant Public Defender** at danielrosenberg@co.imperial.ca.us.

ATTORNEY POSITIONS

Attorneys average at least 4 misdemeanor trials a year. It depends on an attorney's growth and trial experience but most attorneys will be assigned low level felony cases after two or three years. Most starting attorneys have a case load of 50 to 75 misdemeanor cases, within two or three years they are assigned low level felonies and within five years complex and complicated long term exposure felonies. Starting salary for an entry level attorney ranges from \$6822 to \$8791 a month and include benefits. California Bar membership required. Applicants file an application with the county's Human Resources Department.

INYO COUNTY

Inyo County Administrator's Office
PO Drawer N
Independence, CA 93526
<https://www.inyocounty.us/>

Elizabeth Corpora ecorpora86@gmail.com
Sophie Bidet Ph: (760) 920-6120
Josh Hillemeier joshhillemeier@gmail.com

Inyo county contracts out its public defender work. Interested students and graduates should contact the above office to inquire about law clerk or attorney positions.

KERN COUNTY

PUBLIC DEFENDER: Peter Kang
1315 Truxtun Avenue
Bakersfield, CA 93301

Ph: (661) 868-4799
Fax: (661) 868-4785
www.co.kern.ca.us/pubdef/default.asp
kangp@kerncounty.com

The Kern County Public Defender has a positive, inclusive, and respectful work culture resulting in very low attorney attrition. Leadership is supportive, transparent, and fosters professional growth and opportunities. The office practices holistic defense in their advocacy and by engaging in community collaborative efforts and connecting clients to services.

SUMMER LAW CLERKS

The office has both paid and unpaid summer positions and hires 1Ls and 2Ls. Each summer the office hires one paid intern (only 2Ls are eligible for paid positions) and multiple volunteer interns. Paid position is \$23.21 per hour plus deferred compensation plan. Interns will research, draft simple petitions, and certified students will have limited court appearances with attorney supervision.

There are no set timelines for hiring. The office looks for interns who are interested in criminal defense. Interested students should contact **Peter Kang**.

POST-BAR LAW CLERKS

The office has one paid and multiple unpaid post-bar positions. Each summer the office hires one paid intern (only 2Ls are eligible for paid positions) and multiple volunteer interns. Interested students should contact **Peter Kang**.

ATTORNEY POSITIONS

The starting salary for an entry-level attorney is approximately \$98,000. Entry-level attorneys complete an average of 10 trials in a year. It takes approximately 3 years for attorneys to advance to felony cases.

California Bar membership required. Applicants file an application with the county's Human Resources Department. Check Kern County's Human Resources website <https://www.governmentjobs.com/careers/kernco/> for attorney job postings.

KINGS COUNTY

**P.O. Box 2119
Hanford, CA 93232**

Ph: (559) 852-2199
Public.defender@co.king.ca.us

This county contracts out its public defender work. Interested students should contact the above for more information.

LAKE COUNTY

PUBLIC DEFENDER: Ray Buenaventura
255 N. Forbes St
Lakeport, CA 95453

(707) 263-0133
ray.buenaventura@lakecountyca.gov
<https://lakesheriff.com/1651/Public-Defender>

Lake County Public Defender's Office practices holistic defense through early representation, concerns with collateral consequences, including mental health, family dynamic, job skills, housing, drug rehab, diversion programs. Set in a beautiful rural county, small town atmosphere, friendly people, affordable housing, clean air, big lake to enjoy fishing/boating, work with Native American tribes on restorative justice programs. A chance to be part of a great public defender's office, get hands on training and experience, work with really good attorneys who care about justice for the indigent community.

LAW STUDENT PROGRAM

The office hires 2 interns each summer – 2Ls only – for an unpaid volunteer position. The office interviews in March and hires in May. They are looking for applicants who are interested in courtroom experience, litigating motions, trials, and interviewing clients at jail. Interns work about 30 hours a week and will have in person and webinar training. Certified interns will get to go on record for 1538.5 motions to suppress, motion to dismiss for speedy trial, and preliminary hearings. Interested students should contact **Ray Buenaventura, Chief Public Defender** at ray.buenaventura@lakecountyca.gov.

POST-BAR CLERKS

The office hires one paid post-grad law clerk for a four-month position. The timeline to apply is March of your 3L year. Applicants should demonstrate a commitment to helping the disenfranchised. **Ray Buenaventura, Chief Public Defender** at ray.buenaventura@lakecountyca.gov.

ATTORNEY POSITIONS

An average misdemeanor attorney tries 12 misdemeanor trials in one year. Attorneys will graduate to felony trials in 1 year. The office has Juvenile, Clean Slate, mental health court, care court, veterans court, restorative justice programs. Some financial incentives include: hiring bonus, moving expenses, payment of bar dues. Salary is \$80,000 with full medical, dental, retirement, and vacation. Find positions on the county website: <https://lakesheriff.com/470/Career-Opportunities>

LASSEN COUNTY

Prentiss Law
1702 Placer Street
Redding, CA 96001

Ph: (530) 691-0245
Tyelo@prentisslaw.com

This county contracts out its public defender work. Interested students should contact the firm for more information.

LOS ANGELES COUNTY

PUBLIC DEFENDER: Ricardo Garcia
210 West Temple Street
Los Angeles, CA 90012

PH: (213) 974-2801
FAX: (213) 625-5031
<http://pd.co.la.ca.us/>

Haydeh Takasugi - htakasugi@pubdef.lacounty.gov

We live in one of the most diversified and culturally rich counties. We are surrounded by mountains, state parks, and ocean. Depending on someone's recreational interests we have water sports, skiing in the winter, and hiking year around. The county has a rich diversity of public and private schools with specialized interests. We have schools with an arts emphasis, traditional

academics, and strong athletic program. Internally the office is a welcoming and supportive environment where we work hard to support our new attorneys to grow and develop their skills. We have a close-knit group of employees and many have commented that they have not experienced such a close-knit work place and amazing comradery.

We practice holistic defense. We have collaborative courts throughout the county. We have social workers, Partners in Justice Advocates, law clerks and interns that work with attorneys daily to assist with client needs. We have specialized units such as immigration, juvenile, clean slate and collaborative courts. While interns can select to apply and join those units, placement is not guaranteed and subject to operational needs. For attorneys, they apply to the office as trial attorneys and do not have the option to specifically chose to go to those units directly. Each new attorney Owill spend one year in training and then will be transferred to a branch court adult trial assignment. In most cases, with some few exceptions, attorneys need to complete a felony rotation before assignment to the specialized units.

SUMMER LAW CLERKS

The office accepts approximately 50-75 summer interns – both paid and volunteer. Second year law students are able to apply for paid positions - \$48,000/year. First year and second year students can apply for volunteer positions. Interns do a variety of projects, from assisting with case preparation, reviewing discovery, speaking with clients, conducting arraignments, conducting preliminary hearings and attending trials with attorneys to lend support. We also place interns in specialized units so they have the opportunity to work in juvenile, immigration, post-conviction, appellate and law enforcement accountability unit. Certified students have the opportunity to appear on the record and all of them will make a number of appearances on the record. The opportunities are anywhere from writing and arguing a motion to conducting a preliminary hearing. Go to <https://pubdef.lacounty.gov/employment-opportunities/> for more details on summer positions.

They begin interviewing through law school campuses in fall for the summer programs. By March they would like to have extended all offers. They are looking for an applicant who is eager to learn, work hard and has a demonstrated passions for the work of indigent defense. Submit resume and cover letter to Jac'queline L. Baskerville - LawClerk@pubdef.lacounty.gov (213) 893-6997

POST-BAR LAW CLERKS

This office does hire about 25 3L students for paid post-bar positions with a salary of \$48,000. The timeline is fall of your 3L year. They will post and begin interviewing. The program runs for 16 weeks with an option to renew if the student does not pass the bar. The office stated that they hire 95% of their post bar clerks into full-time attorney positions after passing the bar. A post bar applicant must show a demonstrated dedication to the work of indigent defense. They must be eager to learn, passionate about social justice issues and have exceptional interpersonal skills to work with clients.

ATTORNEY POSITIONS

Entry level positions are open and continuous and range from \$64,949-\$85,178 per year with pension, dental, health insurance, 401K and 457 benefits. They have specialized units such as immigration, juvenile, clean slate and collaborative courts. Attorneys apply to the office as trial attorneys and do not have the option to specifically chose to go to those units directly. Each new attorney will spend one

year in training and then will be transferred to a branch court adult trial assignment. In most cases, with some few exceptions, attorneys need to complete a felony rotation before assignment to the specialized units. The average misdemeanor attorney tries 3-5 jury trial per year and can move up to felony cases in 4-5 years. A new attorney in our office is immersed in an intensive, but supportive training program. The trainee will be given all of the tools necessary to build a strong legal foundation. At the end of the program, our attorneys are expert litigators whose skills and knowledge surpasses those in other sectors with the same years of practice.

LOS ANGELES COUNTY ALTERNATE PUBLIC DEFENDER

Erika Anzoátegui, Alternate Public Defender
Alternate Public Defender's Office
210 West Temple Street
Los Angeles, CA 90012

Phone: (213) 974-6626
<http://apd.co.la.ca.us/>
Maria Cordero
mcordero@apd.lacounty.gov

The Office of the Alternate Public Defender ("APD") was created by the County Board of Supervisors in 1993 to stem the rising costs of indigent defense in cases where the Public Defender had a conflict of interest. Although the APD handles every type of misdemeanor and felony case, it distinguishes itself by its representation in the most complex, serious, and otherwise costly cases for the county. In these cases, APD attorneys put to work their exceptional skills, training, and dedication to their clients.

LAW STUDENT PROGRAM

This office hires up to 22 volunteer summer interns from both 1L and 2L applications. Applications are accepted between October 1 and March 31. Decisions are made by April 15. The Summer law clerk position is a full-time, 40 hours a week, clerkship lasting 10 weeks beginning the day after Memorial Day. Over the course of the term, clerks will be assigned projects from attorneys throughout Los Angeles County but will be stationed in various branches throughout the county. Responsibilities include assisting with intake interviews in misdemeanor and felony cases, interviewing witnesses and family for bail review hearings, reviewing and organizing discovery, researching legal issues and preparing memorandums of law. Certified law students will have an opportunity to make appearances on the record. We offer extensive training throughout the term including overview of a criminal case, storytelling, how to approach a case when it lands on your desk, direct and cross examination, opening and closing statements, immigration, juvenile, mental health, motion work, and ends in a mock trial competition.

We are looking for a diverse group of law students in good academic standing who are highly motivated, demonstrate a strong work ethic and can maintain the highest ethical standards of confidentiality with respect to case details and conversations. Candidates must understand the mission and objective of the Alternate Public Defender to provide the highest quality defense to each appointed client and exhibit a strong background in service to their community.

All inquiries and communications should be directed to lawclerkinfo@apd.lacounty.gov.

Interested applicants should email A SINGLE PDF with their cover letter and resume in that order beginning October 1st. Please title your PDF with your last name, followed by first name and the initials of your law school. For example, Chew Robyn UCSF.

POST-BAR LAW CLERKS

This office does offer 16 week paid post bar positions - \$65,439/yr. Post Bar positions for Fall and Spring will be posted on the Los Angeles County, Department of Human Resources website and you must apply through them at <https://www.governmentjobs.com/careers/lacounty>. Timeline for applying is typically Fall of your 3L year.

ATTORNEY POSITIONS

Continuous hiring. Starting salary is \$104,261-\$156,602. Benefits can be found at <https://hr.lacounty.gov/benefits/>. An online application is available at the Alternate Public Defender's Office's website <https://apd.lacounty.gov/employment/>

MADERA COUNTY

**CHIEF DEFENSE ATTORNEY: Craig Collins
Fitzgerald, Alvarez & Ciummo
221 North I Street
Madera, CA 93637**

**Ph: (559) 674-4696
[https://faclawoffices.com/about/
admin@ciummolaw.com](https://faclawoffices.com/about/admin@ciummolaw.com)**

This county contracts out its public defender work. Interested students and graduates should contact the firm to inquire about law clerk or attorney positions.

MARIN COUNTY

**PUBLIC DEFENDER: David Sutton
3501 Civic Center Drive, Suite 127
San Rafael, CA 94903**

**Ph: (415) 473-6321
Fax: (415) 473-6898
www.co.marin.ca.us/pd**

The Marin County Public Defender's Office has a vertical representation structure. They also have a social worker, DMV liaison, immigration, specialty courts, a mental health team. There is a park, lagoon, free parking near the office. There is also lots of hiking, great cities, great schools nearby and the whole Bay Area at your fingertips. Working in this office you get a ton of in-court experience including opportunities to do trials.

SUMMER LAW CLERKS

The office accepts 1L and 2L students for summer law clerk positions. These are volunteer positions with a \$500 travel stipend. The summer program will involve client interviewing, legal research, court appearances (motions, trials, bail reviews) for certified law students, and colleague mentoring. They plan to hire 4-10 students, who will have the opportunity to participate in a variety of activities including ride-alongs, court hearings, and client interviews. They can also second chair trials and hearing (either certified or not), interview clients, work-up cases, write memos and motions, conduct arraignment calendar (if certified), mini-caseload (if certified). Certified interns definitely appear on the record multiple times/week on the arraignment calendar and in regular motions, hearings and trials. Motions to suppress, diversion motions, speedy trial motions, misdemeanor trials, preliminary hearings. Interns get to work with a lot of different attorneys on a variety of projects. Internships are tailored for each intern, not one role.

1Ls are accepted. They would like a minimum commitment of 6-32 hrs/week from 4-12 weeks. They are looking for Folks dedicated to serving the population that they serve, passion about public defense, justice, second and third languages. They offer in-house training for two days covering holistic representation, the different divisions and courtroom and trial skills. They do entrance and exit interviews and can do written evals upon request -- also interns can ask supervising attorneys for feedback which is mandatory for us to get and give to them.

Applications for summer law clerk positions may be sent electronically. Submit a cover letter, resume, and transcript to **Peter Arian, Deputy Public Defender at parian@marincounty.org**, or call (415-473-6321). A writing sample may also be useful. Applications are received on a rolling basis.

POST-BAR LAW CLERKS

The office has accepts 2-4 senior law clerks for those who are awaiting Bar results. It is unpaid, we usually have a good sense of who they are hiring by February. Submit a cover letter, resume, and transcript to Peter Arian. You may contact him at if you have any questions. It is rare that post-bar clerks will be hired as new attorneys right away. They prefer applicants with PD experience and dedication to the client population.

ATTORNEY POSITIONS

Entry-level attorneys will try about 4-10 misdemeanor trials per year. They will join the misdemeanor team, get a caseload, and get a second chair to help for first jury trials. Attorneys will graduate to felony trials in 3 years. They have specialized units and interns can request special assignments to those; attorneys are hired mostly generally although sometimes an opening for a specific role opens up. They offer Payment of bar dues, trainings, and CLEs to new attorneys.

California Bar membership required. Apply through the county here:

<https://www.governmentjobs.com/careers/marincounty>. Applicants will be placed on a job list for 6

months and will be notified of any openings. Starting salary is \$115,523 with healthcare, vacation, sick time, holidays, professional leave, and floating holidays.

MARIPOSA COUNTY

www.mariposacounty.org

Neal Douglass
(559) 760-5149

ndouglasslaw@outlook.com

Eugene Action
(559) 283-9772

eugeneaction@hotmail.com

H. Wayne Green
(559) 432-2750

imgreenlaw@aol.com

This county contracts out its public defender work. Interested students should contact the county's Personnel Department to inquire about the possibility of volunteering.

MENDOCINO COUNTY

PUBLIC DEFENDER: Jeffrey A. Aaron
175 South School Street
Ukiah, CA 94582

Ph: (707) 463-5433

Fax: (707) 463-5435

aaronj@mendocinocounty.org

PublicDefender@mendocinocounty.org

<https://www.mendocinocounty.gov/government/mendocino-public-defender>

Mendocino County: where rugged coastline, breathtaking beaches, picturesque villages, majestic redwood forests and America's greenest wine region beckon you to escape to a slower pace. The community also offers affordable housing. The office is supportive and friendly.

LAW STUDENT PROGRAM

They do not have a formal summer program, but can hire up to 2 law students on a volunteer basis each summer. They are open to both 1L and 2L applicants. Interns will get on the job training with a

mentor and assist attorneys in trial preparation, brief writing, and legal research. Students can observe court proceedings but will not appear on the record in cases. They are looking for students with excellent research (LEXIS) and writing skills. Interested students should contact **Pati Kelly, Office Manager** at kellyp@mendocinocounty.gov to inquire about summer positions.

POST-BAR LAW CLERKS

This office does not typically hire post-bar law clerks. If you are interested in working in the office you can contact **Pati Kelly, Office Manager** at kellyp@mendocinocounty.gov to inquire about the possibility of volunteering with the office after graduation.

ATTORNEY POSITIONS

Attorney positions are posted on an as needed basis - check the county's Human Resources website <https://www.governmentjobs.com/careers/mendocinoca> for attorney postings. The starting salary is \$81,785-\$99,424 including benefits and bar dues, CPDA fees, fund CLE seminars. The office has a vertical representation structure and practices holistic defense with a focus on mental health and prevention. The average misdemeanor attorney tries 12-24 cases in one year and moves up to felony cases in about 2 years.

MERCED COUNTY

PUBLIC DEFENDER: Vincent Andrade
2150 M Street, 1st floor
Merced, CA 95340

Ph: (209) 385-7692
www.co.merced.ca.us
vincent.andrade@countyofmerced.com

Merced County offers affordable housing, small town feel with no traffic. It is close to Yosemite National Park. The office is small with 15 attorneys and is a casual environment.

LAW STUDENT PROGRAM

The office hires up to two volunteer summer law interns and accepts applications from both 1L and 2L law students. Interns get to shadow attorneys, observe court proceedings, review body cam footage/transcripts. Those interested should submit a resume to **Chief Deputy Public Defender Vincent Andrade** at vincent.andrade@countyofmerced.com

ATTORNEY POSITIONS

The office does not have a post-bar program for 3L law students. New attorneys move up to trying felony cases in about a year. The office offers payment of bar dues and an annual stipend for training/books in addition to other benefits: medical, dental, retirement holidays, vacation and admin

pay. All employment opportunities with the Merced County Public Defender's Office are listed on the County's website <http://www.co.merced.ca.us/index.aspx?NID=73>

MODOC COUNTY

**Superior Court of California
County of Modoc
205 South East Street
Alturas, CA 96101**

**Phone: (530) 233-6516
FAX: (530) 233-6500**

This county contracts out its public defender work. Interested students and graduates can contact the Modoc County Superior Court to inquire about law clerk or attorney positions.

MONO COUNTY

**Sophie Bidet
272 Sierra Manor Rd., Suite D
PO Box 3475
Mammoth Lakes, CA 93546**

**Ph: (760) 920-6120
<http://www.monocounty.ca.gov/>**

Mono County contracts out its public defender work. Interested students and graduates can contact **Sophie Bidet** to inquire about law clerk or attorney positions.

MONTEREY COUNTY

**PUBLIC DEFENDER: Susan Chapman
168 West Alisal Street
Salinas, CA 93901**

**Ph: (831) 755-5058
Fax: (831) 755-5873**

<https://www.countyofmonterey.gov/government/departments-i-z/public-defender#pd>

LAW STUDENT PROGRAM

This office does not have a formal internship program, but will take 2-6 legal interns and on a volunteer basis from both 1Ls and 2Ls. Applications are accepted on a rolling basis. Bar certified law clerks will be able to appear on the record. Send a cover letter explaining your interest in the Public Defender for the County of Monterey and a resume to **Jeremy Dzubay** at dzubayjc@countyofmonterey.gov or askpubdef@co.monterey.ca.us

POST-BAR LAW CLERKS

The office has offered volunteer law clerks for those awaiting Bar results. Submit a cover letter, resume, and transcript to skpubdef@co.monterey.ca.us.

ATTORNEY POSITIONS

The office has a horizontal representation structure. Attorneys average 3-9 misdemeanor trials a year and on average can start trying felony cases after 3 years. They accept applications only during open recruitments. Unsolicited resumes are reviewed and kept on file in their office. Attorney positions are listed on the county's Human Resources Department at <http://agency.governmentjobs.com/montereycounty/default.cfm>

NAPA COUNTY

PUBLIC DEFENDER: Ronald Abernethy
1127 First Street, Suite 265
Napa, CA 94559

Ph: (707) 253-4442
Fax: (707) 253-4407
<http://www.countyofnapa.org/PublicDefender/>

Napa County is a world class destination for food and wine. The office uses a vertical representation structure and partially practices holistic defense.

SUMMER LAW CLERKS

The office offers unpaid internships and volunteer positions for law students. Interns usually work with one attorney and do legal research. Interns will have the opportunity to create a writing sample. Interested students should contact the office to inquire about internships.

POST-BAR LAW CLERKS

The office does not have post-bar positions.

ATTORNEY POSITIONS

The average misdemeanor attorney tries 5-10 cases in one year. It takes 3-4 years to move up to felony cases. The starting salary for an entry-level attorney is \$107,000 and attorneys are eligible for medical insurance, paid sick leave, vacation and CalPers.

Interested students and applicants can contact Ronald H. Abernathy at NapaDefender@countyofnapa.org or (707) 253-4442.

Attorney openings are posted on the county's Personnel Department website <http://www.countyofnapa.org/hr/>.

NEVADA COUNTY

PUBLIC DEFENDER: Keri Klein

224 Main Street

Nevada City, CA 95959

Ph: (530) 265-1400

Fax: (530) 478-5626

[Public Defender | Nevada County, CA \(nevadacountyca.gov\)](http://www.nevadacountyca.gov)

Nevada County is historic. There is fantastic snow skiing/ snow boarding, the best white water in the nation and wonderful hiking. In addition, there is a thriving arts community. We are close to a large shopping area (Roseville) and yet far enough away to not deal with that traffic. During the holidays, there is Victorian Christmas in Nevada City and Cornish Christmas in Grass Valley. We are a rural community.

The office is an amazing place to learn and work. Because we are small, we can be more hands on and allow interns to take on clients and cases as well as assist on serious cases. We care about each other and about those who come here to work.

LAW STUDENT PROGRAM

We are looking for people committed to indigent defense. We appreciate good writing skills but can teach those. We want confidence and a desire to do good for your community. We also want

someone who understands that a client is not what they did and instead is someone who needs our help.

15-40 (this is very flexible as we understand that an intern may need to get a paying job). 8-10 weeks. Again this is flexible.

They will receive significant feedback as the office's supervision is very hands on.

It depends on what level they are. All interns will sit in on interviews, write, review discovery and other documents. Someone who can be certified will also have the opportunity to have clients if we believe they are ready.

Bar certified interns may have the opportunity to appear on the record and argue motions to suppress, discovery motions, Pitchess motions even trials.

The Nevada County Public Defender's Office has a volunteer internship program. Interested law students should contact **Public Defender Keri Klein** at keri.klein@co.nevada.ca.us. Alternately, students may send their cover letter, resume, and references to Keri Klein.

ATTORNEY POSITIONS

You begin by shadowing your supervisor and attending sessions of each court that we do. We also have you do all the mandatory county training. We slowly build your caseload until you are working on a full caseload about 90 days after your start date.

\$99,000

Attorney positions are advertised in the local newspapers and legal journals, as well as on the county's website. Contact **Public Defender Keri Klein** to inquire about openings.

ORANGE COUNTY

PUBLIC DEFENDER: MARTIN SCHWARZ

801 Civic Center Drive West, Ste. 400

Santa Ana, CA 92701

Ph: (657) 251-6090

Fax: (657) 427-5477

<http://www.pubdef.ocgov.com/>

<https://www.governmentjobs.com/careers/oc>

ALTERNATE DEFENDER: Derek Bercher

200 W. Santa Ana Blvd., Ste. 600

Santa Ana, CA 92701

Ph: (657) 251-6730

Fax: (657) 427-5449

The Orange County Public Defender's office is a great place to work as a deputy public defender because of our long and storied history of nationally-renowned litigation at the highest standards. Our attorneys litigate cases at the highest levels of representation for small cases ([Homeless senior on](#)

[trial for multiple counts of sleeping in Mile Square Park](#).) and the most serious cases ([Orange County DA denies secret network of jailhouse informants - CBS News](#); [Office of Public Affairs | Justice Department Finds Civil Rights Violations by Orange County, California, District Attorney's Office and Sheriff's Department in Use of Jailhouse Informants | United States Department of Justice](#); [Judge Demands OC Prosecutors Show They've Reformed After Jailhouse Snitch Scandal | LAist](#)).

Our Public Defender, Senior Assistant Public Defenders, Assistant Public Defenders are committed to protecting the rights of our clients and represent our community; we are diverse, LGBTQ, and many have been with the Orange County Public Defender's office for 25 plus years.

The first Orange County Public Defender began with Nicholas Deed Meyer, a fluent Spanish-speaker whose mother was Librada Sanchez, in February 1945 18 years before *Gideon v. Wainwright* (1963) 372 U.S. 335. Orange County was also where Sylvia Mendez' father fought for his 9 year old daughter to attend a "whites only" school in Westminster, California which set the stage for *Brown v. Board of Education*.

If you are committed to representing clients who are indigent and charged with crimes, there is no better place to work than Orange County, California. Bluntly, nothing will or should motivate you more than the extraordinary lives each of our attorneys, investigators, paralegals, clerical, social workers, and clerical are experiencing every day for no reason other than their meaningful work on behalf of those others want to neglect, ignore, incarcerate, or kill.

The Orange County Public Defender's office has both a horizontal and vertical representation structure. The office uses vertical representation on life cases or serious/ complex cases including major fraud or juvenile transfer hearings. The office uses a horizontal representation structure on most other cases.

The office practices holistic defense and utilizes social workers, immigration attorneys on staff, and a recidivism reduction unit. The Orange County Public Defender's office was instrumental in creating the nation's first homeless court, veterans court, and collaborative courts in 2003 to seek holistic ways to combat the criminalization of combat trauma, poverty, and mental illness. Young Adult Court, the newest of these holistic courts, seek to divert those from 18 years to 25 years old from the lifelong consequences of criminal convictions. The Orange County Public Defender has been at the forefront of implementing Care Court.

Orange County, California, has some of the best Vietnamese, Chinese, Korean, Mexican, Vegan, Salvadorean, Japanese, Halal food, regional parks, and beaches in the nation.

More than salary and benefits, law students should spend an immersive time in the offices in which they are interested in working as an attorney and determine where they will receive the best training and experience to develop as a superb litigator and compassionate public defender over the long haul. Law students in public defense work should not settle for being thrown in to the courtrooms to sink or swim, especially when representing clients who have no one else in the courtroom to rely on.

LAW STUDENT PROGRAM

The office typically hires approximately 15-20 law students each summer. The office also has 10 undergraduate honors students every summer. The office hires rising 1Ls and 2Ls. They accept applications from 1L students to volunteer with us during their rising 2L summer. All undergraduate internships and law student opportunities with our office are unpaid. However, law students and undergraduates may apply for externship credit and fellowships.

Because summer internships are unpaid, they will allow part time; but typically summer volunteers work 40 hours a week for a minimum of ten weeks. The office will not offer volunteer opportunities to those who have less than two months of availability.

When applying to the office, undergraduate interns and law students will interview and are free to express interest in different units to assist deputy public defenders in their important work.

If the undergraduates or law students are volunteering to determine their interest and ability to pursue public defense work, a.k.a. baby public defenders, they will gain this real-life understanding of the real challenges and victories of public defender work by working alongside trial attorneys either on the Felony Panel, in our Writs & Appeals Unit, or in the branch courts which demand zealous, effective litigation before jurors and judges.

Interns receive an all-day orientation and then their placement attorney is expected to provide additional training and constructive and meaningful feedback.

They are assigned to one placement attorney who will provide assignments and may receive from other attorneys. However, to reduce chaos, disorganization, and exploitation, they will receive all assignments through their placement attorney.

Undergraduate interns will have the opportunity to synthesize police reports, review body worn camera recordings, transcribe or check the accuracy of the recordings and provide assistance to trial attorneys in court. Law students do everything that undergraduate interns do as well as draft motions, legal research, and provide meaningful assistance to trial attorneys in court.

Certified law students have the opportunity to appear on the record. They are closely-supervised and limited to areas in which they cannot hurt a client: Arraignments, Humphreys' Motions, 1203.4 motions, and depending upon their placement attorney's assessment of their training, development, and sophistication, limited cross-examination in preliminary examinations or in other more meaningful motions.

Our law student volunteers are placed with mentor/placement attorneys who are expected to give them meaningful, constructive, honest feedback on their work. Interns will also have the opportunity to create a writing sample (with all of the confidential information redacted.) Interns should specifically ask for it if they need it.

Send a cover letter explaining why the Orange County Public Defender's office specifically, a resume, unofficial transcript, and writing sample in the December before the Summer they are seeking to be with us.

The office accepts 1Ls and 2Ls for volunteer summer internships. Certification is not required. Summer hours can be part-time or full-time. Students can apply for summer internships. Send an internship application (obtain online at [VOLUNTEER OPPORTUNITIES AT THE ORANGE COUNTY PUBLIC DEFENDER'S OFFICE | Orange County Public Defender, CA \(ocgov.com\)](#)), a cover letter, resume, unofficial law school transcript, and writing sample to **Irene Pai**, Intern Coordinator at irene.pai@pubdef.ocgov.com.

They accept 2Ls and 3Ls for academic year externships. Certification is not required. Students can apply for externships at any time throughout the year.

POST-BAR LAW CLERKS

The office hires approximately 20 (combination of paid and unpaid) post-bar clerkship positions after law students sit for the Bar exam. From two weeks after the Bar Exam to a week after the bar results come out.

Law students should post-bar clerk where they want to be hired as an attorney. Although a post-bar clerkship with our office is not a guarantee of an attorney position, they should spend this valuable runway at the office where they want to be an attorney.

Effective 6/28/2024, it pays approximately \$27.54 an hour.

The office looks for the following in a post bar applicant:

- A realistic understanding of the challenges and difficulties of high quality indigent defense
- Prior volunteering with our office or a public defender's office
- Law school experience with trial advocacy/appellate advocacy
- Language skills (Spanish/Vietnamese)

Applications are accepted beginning the first day of the student's 3L year. The hard deadline for applying for a post-bar position is December of 3L year. Our post-bar clerkship program is competitive and applicants do not have a good opportunity to be interviewed or extended an offer if their application is submitted in the Spring.

For graduating laws students who have taken the California Bar exam and are awaiting results, OC Public Defender's Office offers an intense, full-time clerkship. "Post Bars" assist attorneys in every aspect of case preparation and advocate on behalf of clients in actual court proceedings. All Post Bar candidates will need to be "PTLS certified" by the California State Bar. Send application, cover letter, resume, writing sample, and unofficial transcript to **Irene Pai**.

ATTORNEY POSITIONS

All newly-hired attorneys begin in a misdemeanor trial assignment and are expected to work a minimum of 40 hours a week. An average misdemeanor attorney completes 8-12 trials in one year.

For attorney hiring, only the Immigration Unit in our office conducts a targeted recruitment immigration attorneys who will be assigned in our Immigration Unit.

Attorneys applying for the deputy public defender position in our office may be assigned to any unit (other than Immigration) in our office taking into consideration the individual attorney's training and development and office need.

A newly-barred attorney typically requires 3-5 years total of (1) litigating motions and jury trials in misdemeanors, (2) litigating preliminary examinations to become mindful of the appellate record, and (3) an assignment that bulks up our attorneys' skills in identifying and understanding mental health issues and childhood trauma to gain the competence and confidence to litigate felony trials at the highest standards of competence, ethics, and effectiveness. Therefore, it takes typically 3-5 years for the newly-barred attorney to reach the level of confidence and competence to zealously litigate felony cases.

Orange County deputy public defenders are in the same Attorney's Union (OCAA) as the deputy district attorneys and county counsel. Multiple benefits flow from this joined Union status for negotiations including the same published pay rate and negotiated Cost of Living Increase. The MOU

for attorneys may be found here: <https://hrs.ocgov.com/employee-relations/mous> under the “Attorney Unit.” The Salary Schedule is located at the end of the MOU.

Currently in 2024, annual salary which includes a Union-negotiated Cost of Living increase for the Attorney with no prior experience at a Level 1, Step 1 is \$92,976 with benefits including an Optional Benefit Plan, Tuition Reimbursement which can be used for student loan repayment, and health/medical/dental/vision benefits, among others.

Effective June 27, 2025, the annual salary with the Union-negotiated Cost of Living Increase for the attorney with no prior experience at a Level 1, Step 1 is \$96,699.20.

After hiring, **every six months**, when an attorney performs at standard expectations, they will get a two-step raise as they advance through the salary range within the classification. ***Therefore, within a newly-hired attorney’s first 2 ½ years with the Orange County Public Defender, assuming standard performance, an attorney will have five separate pay raises.***

Orange County offers a number of benefits. [Prospective Employees | Human Resources Services – Orange County, California \(ocgov.com\)](#). Your county badge will allow you free entry into all Orange County parks.

The Orange County Public Defender pays the Annual State Bar Dues of newly-hired attorneys.

Recruitments open throughout the year, but typically have opened the last week of July. Interested applicants should sign up for notifications at governmentjobs.com

California Bar membership required. The office does hire recent graduates. Check the county’s Human Resources Department website for openings at <http://agency.governmentjobs.com/oc/default.cfm>.

PLACER COUNTY

Law Office of Dan Koukol
3785 Placer Corporate Drive, Suite 550
Rocklin, CA 95765
(916) 644-1100

This county’s services are provided by a private contractor. They hire only senior felony level attorneys. Resumes may be directed to jobs@publicdefender.com. For further information, contact **Hans Viken** at the number listed above.

PLUMAS COUNTY

Bill Abramson
PO Box 3242
Quincy, CA 95971
Ph: (530) 283-2410
lawyerbill99@sbcglobal.net

www.countyofplumas.com/

[Attorneys | Plumas County, CA - Official Website](#)

Plumas County contracts out its public defender work. Interested students and graduates should contact the above attorneys to inquire about law clerk or attorney positions.

RIVERSIDE COUNTY

PUBLIC DEFENDER: Steve Harmon
4200 Orange Street
Riverside, CA 92501

Ph: (951) 955-6015
Fax: (951) 955-6025
slharmon@rivco.org

<http://publicdef.co.riverside.ca.us/opencms/index.html>

Riverside county is a vibrant diverse community centrally located between major metropolitan areas of San Diego and Los Angeles. There are many desirable areas to live within a reasonable commuting distance to our offices both within and outside the county. The Riverside County Public Defender's Office offers mainly vertical representation. They also have departments that work exclusively in collaborative courts and social workers to work directly with attorneys to meet client's holistic needs.

LAW STUDENT PROGRAM

Riverside hires about 10-15 interns on a volunteer basis (unpaid). They do hire 1Ls. The goal of the law clerk program is to help law students make the transition from the classroom to the court room. The office strives to create an environment that is conducive to learning and gaining as much practical experience as possible. To accomplish this goal, the law clerks receive a three-day introductory

orientation focusing on the processes of the office, ethics of the legal profession, trial advocacy, and general instruction in criminal defense. Additionally, law clerks participate in weekly interactive trial advocacy workshops developing and practicing skills such as jury voir dire, cross examination, and building effective opening statements and closing arguments. In addition, clerks can take advantage of the many MCLE trainings, workshops, and seminars put on by members of the office throughout the year.

Ideal candidates should have a demonstrated interest in criminal law, trial practice, or public service, and a desire to work with indigent and underserved communities. All applicants must pass a background check.

Law clerks are offered the opportunity to tour the facilities of several judicial partners such as the Riverside County Jail, the District Court of Appeals for the Fourth District, Division two, the California Rehabilitation Center State Prison, the Historic Riverside Court House, and a forensic laboratory.

The Spring Externship and Summer Law Clerk programs require a three day per week minimum commitment by students throughout the program. All students who participate in the Post Bar Law Clerk programs are required to make a four day per week minimum commitment throughout the program. Students are not permitted to work longer than 40 hours per week. Each program is designed to teach students the fundamentals of a criminal defense practice. The program offers students daily exposure to the courts and the ability to work with our attorneys on their cases. Our law clerks work directly in court with deputy public defenders in the representation of indigent criminal defense clients in misdemeanor and felony cases. All law clerks are closely supervised by deputy public defenders with regular feedback given throughout the summer.

Law clerks also assist with research and writing assignments, motion work, and trial preparation. They can have daily appearances on the record and will have the opportunity to conduct preliminary hearings and sit on trials.

Orientation

All law clerks attend a week long orientation receiving instruction in the following areas:

1. The structure, policies, and processes of the office
2. The office's various components and units (Misdemeanor Unit, Drug Unit, Domestic Violence Unit, Mental Health Unit, General Felonies Unit, Complex Litigation/Death Penalty Unit, Juvenile Unit, and the Law and Motion Unit)
3. Investigations
4. Client Relations and Ethics of the legal profession
5. Motions practice
6. The Life of a Misdemeanor Case and Court Room Procedures
7. Trial Advocacy – Trial Process, Jury Selection, Opening Statements, Cross Examination, and Closing Arguments

Program Dates:

Spring Intern/Extern Law Clerks (Current Students)

Recruitment: September - November

Program Dates: 12 week program, January – April

Summer Law Clerks

Recruitment: February – April, until positions are filled.

Program Dates: Late May – Early August

POST-BAR LAW CLERKS

The office does hire post-bar law clerks. Preference given to previous law clerks at a public defender's office. Pay rate is pending approval.

Program dates:

Fall Post Bar Law Clerks

Recruitment: About January 3rd to July 5th or until positions are filled. They hire about 5-10.

Program Dates: Mid-August – Mid November

Spring Post Bar Law Clerks (for those taking the February Bar Exam)

Recruitment: September- November

Program Dates: 12 week program, Late February – Mid May

Applications: Please address your cover letter to Souley Diallo, Supervising Deputy PD and email your cover letter and resume to **Souley Diallo** at **spdiallo@rivco.org**. For more information, call (951) 955-6000.

ATTORNEY POSITIONS

Entry Level attorneys will try about 5-10 misdemeanor cases a year. Attorneys will graduate to felony trials within 2 years; however, it varies. They have specialized units (e.g. immigration, juvenile, clean slate) that interns or attorneys can specifically apply to join. Deputy Public Defender I/II/III make a salary of \$43.27 - \$82.18 Hourly. They will pay new attorney's bar dues.

Visit the Riverside County Personnel website <http://agency.governmentjobs.com/riverside/default.cfm> for current openings.

SACRAMENTO COUNTY

PUBLIC DEFENDER: Amanda Benson
700 H Street, Suite 0270
Sacramento, CA 95814

Ph: (916) 874-6411
Fax: (916) 874-8707
publicdefender.saccounty.gov

The Sacramento County Public Defender's Office believes in developing strong litigation skills while also providing holistic criminal defense. They have a strong intern program and are committed to developing law students into being excellent criminal defense attorneys. The office has both a horizontal and vertical representation structure and practices holistic defense. We have a robust Mental Health Diversion Team, both for felonies and misdemeanors. They have significant social worker support for our clients. They also have a Pretrial Support Team that works on getting clients out of custody at the earliest possible opportunity, including prior to arraignment. Sacramento is centrally located to both natural and urban environments. The state capitol is blocks away from the office. Sacramento has excellent parks that border the Sacramento River.

LAW STUDENT PROGRAM

They hire 30-40 students, both volunteer and paid, each summer. Legal interns are unpaid and can be 1Ls or 2L law students. Legal Research Assistants (LRA) are paid \$30-32/hour. They must be certified under the California State Bar's Practical Training of Law Students program and be in their third semester or fourth quarter of law school. They expect at least 16 hours a week for a minimum of 8 weeks, but prefer full time interns. Interns and LRA's will be trained by the supervisor in their unit to perform the duties required by that unit. They also offer frequent office-wide trainings in criminal defense. Under the supervision of an attorney, interns engage in a variety of legal support including: legal research, drafting of legal documents, interviewing and advising clients, appearing on behalf of clients in court or at other legal proceedings, conferring with attorneys, judges, investigators and other individuals regarding legal matters and preparing correspondence and reports. Most interns appear on the record. A certified intern might handle the following types of motions: 1538.5, Serna/speedy trial, Mental Health Diversion, misdemeanor diversion, Penal Code section 995.

Interns can send emails to Jenny Stoneburner, stoneburnerj@saccounty.gov. Legal Research Assistants can apply at the [county job website](#). They look for students who are committed to criminal defense work. Applicants must be committed to providing quality legal representation for their clients.

POST GRADUATE LAW CLERKS

This office offers paid post-bar positions and hires about 10 each year. Post bars are paid \$30-37/hour. The program is year-round and the position lasts as long as the person can still be certified and appear on the record. The office estimates that 30-40% of their post bar law clerks are hired into full-time positions after passing the bar. They look for a desire to defend and fight for the rights of indigent criminal defendants. They prefer post-bars who have previously interned for them but have hired many post-bars who have not worked for them previously. They accept applications on a rolling basis, but earlier is better. The post-bar clerkship is the same application as the LRA on the [county job website](#) or email **Joseph Cress**, CressJ@Saccounty.gov.

ATTORNEY POSITIONS

Applications are accepted on a rolling basis and the deadline is the 4th Friday of each month. Entry-level attorneys make \$60.89/hr and a 3% management differential on top of the posted salary. They pay bar dues and offer a Professional Reimbursement Stipend to be used for training or technology. The County of Sacramento offers a variety of benefits. These benefits currently include: health, dental

and life insurance; flexible spending account options for dependent care and unreimbursed dental and/or medical cost; and an employee assistance program (EAP).

Caseload will depend on assignment. Their goal is for each starting attorney to receive entry-level litigation experience in first year. The average misdemeanor attorney tries 8-10 cases a year and can try felony cases after 3-4 years, on average.

Employment opportunities are listed on the county's Personnel Department website at <https://www.governmentjobs.com/careers/sacramento>.

SAN BENITO COUNTY

Harry Damkar
Law Office of Harry Damkar
339 Seventh Street, Suite F
Hollister, CA 95023

Ph: (831) 638-1900
Fax: (831) 636-9499
damkarlawoffice@sbcglobal.net
www.san-benito.ca.us/

San Benito County contracts out its public defender work. Interested students and graduates should contact **Harry Damkar**, at damkarlawoffice@sbcglobal.net.

SAN BERNADINO COUNTY

PUBLIC DEFENDER: Thomas Sone
Tsone@pd.sbcounty.gov
172 West 3rd Street, 2nd Floor
San Bernardino, CA 92415-0008

Ph: (909) 382-3950
FAX: (909) 382-3965
[Employment – Public Defender \(sbcounty.gov\)](#)

The San Bernardino County Public Defender's office is a great place to work. They often have attorneys who join other offices because life takes them to a different part of the state and then they return because they missed it so much. The pay and automatic advancement set them apart from many other counties and housing is also more affordable. San Bernardino is an hour from the beach, an hour from the mountains, and an hour from Palm Springs/desert. They employ 16 Social Workers and other support staff to support a holistic model. They also have outreach teams for juvenile and adult clients to offer support.

SUMMER LAW CLERKS

The San Bernardino County Office of the Public Defender offers full-time and part-time volunteer clerkships to law students. The office accepts both 1Ls and 2Ls. They accept applications on a rolling basis. However, applicants need to be hired in time to do a live scan background prior to their start date (which can take 4 weeks).

Interns assist with trial preparation, review discovery/video/audio, research, write motions and attend community events. For 2Ls, the office is looking for certified law clerks so that they can appear in court, do motions, and trials under the supervision of an attorney. Interns shadow attorneys and are can attend any new attorney training sessions that are occurring while the intern is in the office. Interns will have attorney mentors who provide ongoing feedback and a supervisor who will conduct an exit interview at the end of the internship. Interns will have the opportunity to create a writing sample. Interns will be able to work with multiple attorneys.

Serving under attorney supervision and after completing a basic skills training program, a summer or a post-bar law clerk supports attorney litigation in the following ways:

- Researching, writing, and filing appeals, petitions, and motions
- Preparing pleadings, memoranda, and other legal documents
- Maintaining and organizing cases and legal reference files
- Litigating motions in the San Bernardino County Superior Court if the law clerk has received certification from the California State Bar.

We recruit summer and post-bar law clerks each year between August and May. Offers are made to law clerks on a rolling basis. Our summer clerkships begin in late May and conclude in late August, and our post-bar clerkships begin in late August and conclude in early December.

If you wish to apply for a clerkship, please submit a cover letter, resume, writing sample, and list of references to Geoff Canty, Law Clerk Program Coordinator, tbaca@pd.sbcounty.gov. Applicants may include a transcript if desired.

POST-BAR LAW CLERKS

The office usually hires 8 post-bar law clerks per year. Post-bar law clerks are paid \$27 per hour. While the office accepts applications on a rolling basis, students should apply as early as possible; offers are usually extended in November/December. The office has hired many post-bars as Deputy Public Defenders once they pass the bar.

ATTORNEY POSITIONS

The San Bernardino County Office of the Public Defender offers excellent opportunities for dedicated criminal defense litigators who desire to work in a supportive and creative environment.

The department assigns mentors to new law clerks, new Deputy Public Defenders, and Deputy Public Defenders who are beginning a new practice area within the department. In addition, our collegial

atmosphere promotes informal interaction among attorneys, investigators, and clerical assistants, facilitating open discussions on all aspects of work.

An accredited continuing legal education (CLE) provider, our training department provides specialized programs in legal knowledge, trial skills, and trial advocacy. We use community legal experts and in-house experts to train our lawyers. We also provide financial assistance for staff to attend legal trainings sponsored by outside providers, such as the California Public Defenders Association and California Attorneys for Criminal Justice.

The department provides all staff with state-of-the-art resources and equipment. Deputy Public Defenders use iPads to access client files, conduct legal research, and organize and prepare cases for trial.

Misdemeanor attorneys can expect to try between 6-12 cases a year. It takes new attorneys an average of 2 years to move up to felony cases. The office pays bar dues, provides remote inventive pay for attorneys who commute over 40 miles to desert offices, allows for automatic promotion to next steps upon satisfactory work performance.

Information on salary and benefits can be found here:

<https://www.governmentjobs.com/jobs/3860815-0/deputy-public-defender-i/apply>

Students and applicants who have questions about hiring should contact Kellie Byward at kbyward@pd.sbcounty.gov or (909) 382-3950.

For more information about positions, visit San Bernardino County Human Resource site at <http://cms.sbcounty.gov/hr/Home.aspx>.

SAN DIEGO COUNTY

PUBLIC DEFENDER: Randy Mize
450 B Street, Suite 1100
San Diego, CA 92101

Ph: (619) 338-4700
Fax: (619) 338-4643

http://www.sdcounty.ca.gov/public_defender/Volunteers.html

From weather, beaches and culture to street art, food, beer and nightlife, San Diego has it all! As the country's eighth largest city, San Diego offers everything a big city has to offer coupled with excellent weather. We have a holistic services unit which includes housing coordinators, substance abuse assessors, and mental health clinicians to connect our clients with services in the community. We also have a Fresh Start Unit to aid our clients with post-conviction relief, and a Pre-trial Advocacy and Community Connections (PACC) unit that helps connect our clients with services even before arraignment. Mission Statement of the San Diego County Public Defender's

Office: to protect the rights, liberties, and dignity of all persons in San Diego County and maintain the integrity and fairness of the American Justice System by providing the finest legal representation in the cases entrusted to us.

LAW STUDENT PROGRAM

The office hires about 70 interns each summer. It is recommended but not required that all summer interns be certified by the State Bar. Interns experience hands-on work with attorneys and investigators, interact with clients, assist with case organization and research, prepare motions and other written documents for the benefit of actual clients, and attend a variety of court hearings. Students who are PTLS certified by the State Bar may be able to appear in court and represent clients under the supervision of an attorney. In short, certified interns gain practical litigation experience, interact with judges and the local bar, and learn skills that will set them far above their peers. Interns must commit a minimum of **16** hours per week during school semesters and a minimum of **32** hours per week during the summer. Additional information on the summer program, including application timelines: https://www.sandiegocounty.gov/content/sdc/public_defender/LegalInternship.html

They are looking for empathetic people interested in indigent defense.

Those interested should contact **Kristen Hayden & Yahairah Aristy** at pdintern.recruitment@sdcounty.ca.gov.

POST BAR CLERKSHIPS

20-30 paid post bar positions are available each year. Clerks are paid about \$24/hour and are offered healthcare benefits. The program runs from the week after the bar exam to the day of bar results. Application for post-bar clerkships are due in December of your 3L year. While it varies each year depending on budget and bar passage rates, a significant majority of the entry-level attorneys are hired out of their post-bar classes. All Post Bars are placed in the *Adult Criminal Division* of the Primary Public Defender (PPD) at the Main Office. Post-Bars are assigned to the Central Misdemeanor Unit.

The Post Bar Clerkship affords a select group of students the opportunity to experience the demanding yet highly rewarding practice of a public defender. Our nationally recognized program is designed to give students not just an understanding of the criminal justice system, but hands-on experience with trial advocacy and representing misdemeanor clients.

In addition, all Post-Bar clerks will participate in our Trial Skills Academy, a comprehensive courtroom advocacy program taught by experienced trial attorneys. The training staff is comprised of veteran trial attorneys, many of whom are instructors at the National Institute for Trial Advocacy and the local law schools. These professionals take pride in producing trial artists in the courtroom and in developing attorneys' natural abilities.

Post Bar Clerkship Requirements

- Post Bars must attend and graduate from an ABA approved law school.
- Post Bars must be **PTLS Certified**.
- Applicants should have prior work/volunteer experience in a public defender office or other criminal defense agency.
- The Post Bar clerkship is a full time, 40 hour per week, commitment

They are looking for a pattern of dedication to serving the population that our office represents. Experience in public defense in our office or elsewhere is preferred, but not required.

Go to https://www.sandiegocounty.gov/content/sdc/public_defender/PostBarProgram.html for program dates and application deadlines.

ATTORNEY POSITIONS

Recruitment is open in August/September of each year. The salary range is \$82,000-\$99,000. Full-time employees are offered several benefits including, but not limited to, health and dental insurance, life insurance, disability, retirement benefits, and access to the Employee Assistance Program. California Bar membership required. New attorneys attend a week-long orientation focusing on substantive law and courtroom procedure. All attorneys start on the Central Misdemeanor Unit of the downtown San Diego office. Attorneys are assigned cases based on a 7-week rotation. After approximately a year on the Central Misdemeanor Unit, attorneys are assigned to a branch office where they continue to work on misdemeanor cases. Eventually, attorneys will move up to felony cases after approximately 3-4 years. Education is ongoing in the form of short training seminars focusing on evidence and the various phases of trial practice. The Employment Section of the office website has additional information. Employment opportunities are listed at: [Job Postings | Sorted by Job Title ascending | County of San Diego \(governmentjobs.com\)](#) County application and civil service exam required.

SAN FRANCISCO COUNTY

PUBLIC DEFENDER: Monohar Raju
555 7th Street
San Francisco, CA 94103

Ph: (415) 553-1671
Fax: (415) 553-9810
<http://sfpublicdefender.org/>
<http://sfpublicdefender.org/careers/>

ASSISTANT CHIEF: Hadi Razzaq
Hadi.razzaq@sfgov.org

LAW STUDENT PROGRAM

The office's nationally recognized program is designed to give students not just an understanding of the criminal justice system, but hands-on experience with representing clients. Interns are assigned to work with a staff attorney, writing motions, meeting clients, attending case conferences, reviewing investigation results and attending consultations with experts. Students certified to practice law may also be given the opportunity to argue motion on behalf of clients in court.

The office hires around 60 1L and 2L summer interns. Interns work 40 hours a week for 10-12 weeks and the office does not allow split summers. As an intern you will get a 3 day orientation, weekly meetings, intern training and access to office-wide training sessions. We are looking for students who are committed to indigent criminal defense. Students with a general interest in criminal law or who

view being a prosecutor as a possible career choice should not apply. We are looking for students with a passion for working for the underprivileged, the marginalized and the forgotten in society. We are looking for interns with a commitment to our work with strong research and writing skills. 1Ls (rising 2Ls) should be willing to work with our Research, Pretrial Release and Misdemeanor trial Units. 2Ls (rising 3Ls) with previous public defense experience may be assigned to work with felony trial attorneys.

2Ls should start applying in late August and early September and 1Ls are interviewed starting in January. Go to: [Careers | San Francisco Public Defender's Office \(sfpublicdefender.org\)](http://Careers | San Francisco Public Defender's Office (sfpublicdefender.org)) for program dates and application procedures. Contact Jacque Wilson at Pubdef.internship@sfgov.org or jacque.wilson@sfgov.org with questions.

POST BAR CLERKSHIPS

The office does not have paid post-bar positions for 3Ls, but will hire six to ten unpaid post-bar clerks. The program runs up to one year. The office does not hire each year but on an as needed basis so volunteering as a post-bar law clerk does not necessarily lead to full time employment in this office. Many of their post-bar clerks have interned in the office, however that is not a requirement. For those who have not, previous public defense experience is helpful. Those interested in applying should go to www.sfinterns.com. If the application for the session is not available, clerks may send an email to pubdef.internship@sfgov.org.

ATTORNEY POSITIONS

Deputy Public Defender openings are for members in good standing with the California Bar Association. Prior trial experience is strongly considered. Overall commitment to excellence and dedication to indigent criminal defense is a must. Attorneys are responsible for handling a demanding caseload through all phases of litigation while coordinating the efforts of their support team, including investigators, paralegals, experts and legal processing clerks. The average misdemeanor attorney tries 10 cases a year and moves up to felony cases in two to three years. Professional development by attending trainings both within and without the office expected. Salaries start at \$140,000 plus benefits. Visit San Francisco County Department of Human Resources website for current openings, <https://www.jobaps.com/SF/>.

SAN JOAQUIN COUNTY

PUBLIC DEFENDER: Miriam Lyell
102 South San Joaquin Street
Stockton, CA 95202
MLyell@sjgov.org

Ph: (209) 468-2730
Fax: (209) 468-2267
www.sjgov.org/departments/pubdef/home

What makes our county a great place to work is the people. Everyone is very supportive. We have an open door policy. All attorneys, law clerks, and interns, are encouraged to go to different attorneys for advice so they can hear different views. People are always willing to step up and help when a colleague is out. The office goes out together to celebrate when someone wins a trial. It's just a great family environment. As far as the county goes, it's nice that it is a medium sized office. It's not so small that you are stuck with the same 2 people every day, but it is small enough that you get to know everyone in the legal community and can build a working relationship with them. It is also a central location so you are close to Sacramento in one direction, and the San Francisco Bay Area in the other direction. This office is a great place to work if you want to get experience with everything and want to try serious cases. We are working on moving toward a holistic defense model. We have requested the addition of paralegals and social workers to help our clients transition back into society and expect to be able to fill these positions soon.

Attorneys can either apply to be a regular Public Defender, or they can specifically apply to join our Juvenile Dependency Unit, which has different eligibility requirements. Attorneys who come in as regular Deputy Public Defenders may, throughout the course of their career, circulate through the Misdemeanor court, Preliminary hearing team, Felony Trial teams, Juvenile delinquency, Juvenile Dependency, Collaborative Courts, Mental Health Court, Probate Court, and Post-Conviction relief. Interns will be asked their areas of interest and will try to give them a variety of experience if they do not have a preference. We need help with our clean slate department, SB 384 project, Racial Justice Act work, and misdemeanor and felony trial team support.

LAW STUDENT PROGRAM

The office offers paid summer internships - \$18.04/hour. The program is open to 1Ls and 2Ls and typically takes about 3 interns per summer. You are expected to work 30-40 hrs/week for 8-12 weeks. We integrate our interns with the misdemeanor trial team. They will help with arraignments, and if bar certified, can help appear in court calendars and argue motions. They do research and draft motions for the felony trial team. They also assist with projects such as our Clean Slate department, SB 384 petitions, and Racial Justice Act projects. We also have them work with the investigators, conducting intake interviews of the clients. There is no timeline for hiring, rolling throughout the year. Interested students should send a resume, cover letter, and writing sample to **Judyanne Vallado, Public Defender** at jvallado@sigov.org.

POST GRADUATE LAW CLERKS

The office hires about 3 paid post-bar law clerks. Clerks are paid \$20.57/hr. The program runs August through November. If the clerk does not pass the bar, they have the option to extend until the February bar exam. The paid post-bar clerk program has only been around for about 2 years, but so far all of the law clerks who passed the bar and applied for an attorney position have obtained a full-time position. Applications are accepted throughout the course of the school year. They are looking for an applicant who is a hard worker, passionate about the work, and is a sponge for information. If there are a number of qualified applicants to choose from, we prefer applicants who are interested in becoming full-time attorneys with our office after passing the bar exam. Send a resume, cover letter, and writing sample to **Judyanne Vallado, Public Defender** at jvallado@sigov.org.

ATTORNEY POSITIONS

The application usually opens 2-3 weeks before bar results come out and closes 1-2 weeks after. The applicant may apply before they receive their results but must receive a passing result before an offer of employment can be made. The starting salary range for a Deputy Public Defender I is \$85,095.14-103,433.46 per year, depending on experience. Our office pays for bar dues and CPDA dues. We have a new hire retention bonus which pays \$2000 after year 1, \$1000 after year 3, and \$3000 after year 6. Under the attorney MOU, attorneys who remain with the office for 20 years or more are also entitled to longevity pay equaling 2% of their salary. We also provide 80 hours per year of Administrative Leave, in addition to county holidays, floating holidays, vacation, and sick time off. Misdemeanor attorneys average 5 trials per year and move up to felony cases after an average of 2 years.

New attorneys start doing misdemeanor trials for approximately 12-18 months. Each attorney is assigned 3-4 calendars per week. They are responsible for handling any motions or trials that they set. Depending on the needs of the office, the attorney may then move directly to our Mainline Felony Trial Team where they will handle lower level felonies vertically, or they may be moved to the Juvenile Delinquency Unit or the Preliminary Hearing Team. The attorney would remain in the Mainline Felony Team until their supervisor felt they were ready to progress to the Major Crimes Trial Team where they would handle serious cases such as carjacking, gang cases, sex offenses, and homicides.

Employment opportunities for Deputy Public Defenders are listed on the county's Human Resources website <https://www.jobaps.com/sjq/sup/images/default.asp>. They hire one or two entry-level Deputy Public Defenders a year. California Bar membership required.

SAN LUIS OBISPO COUNTY

Steven Rice
991 Osos St. Suite A
San Luis Obispo, CA 93401
(805) 541-5715
Srice@slodefend.com

This county contracts with private attorneys to provide public defender services. The county's primary contractor is San Luis Obispo Defenders. Applicants interested in attorney positions can check the following website:

[Employment Opportunities \(slodefend.com\)](https://www.slodefend.com)

SAN MATEO COUNTY

CHIEF DEFENDER: Lisa Maguire
333 Bradford Street, Second Floor
Redwood City, CA 94063
Ph: (650) 298-4030
[Private Defender Program \(smcba.org\)](http://smcba.org)

San Mateo County contracts out its public defender work. Interested students and graduates should contact **Lisa Maguire, Chief Defender** to inquire about law clerk or attorney positions, at Lisam@smcba.org

SANTA BARBARA COUNTY

PUBLIC DEFENDER: Tracy M. Macuga
1100 Anacapa Street
County Courthouse, Third Floor
Santa Barbara, CA 93101

Ph: (805) 568-3494
<http://www.countyofsb.org/defender/>

This office is in the central coast known as the American riviera. It is a large county so whether you like city or country style living it is available in the county. The office prizes working together, supporting each other, and helping clients. They engage actively with equity and push each other to do better. They are innovative and willing to try new things. The office has a vertical representation structure and practices holistic defense. They have social workers and advocates that help clients with housing, benefits, Substance use/MH treatment, diversion, etc.

SUMMER LAW CLERKS

The office offers summer internships for 1L and 2L law students. Students work closely with attorneys in researching, drafting motions, preparing and helping to present cases. If the student is certified by the State Bar of California may appear in court at hearings under the supervision of an attorney. Interns get regular training opportunities, a brief orientation, and shadowing in court.

The office has an open hiring timeline, but in the summer they try to have students work from May through August. They are looking for people who are curious, want to learn, and demonstrate care for their clients. Applications are accepted through February and sections are made in late March. To apply contact **Dee Engler** at dengler@publicdefendersb.org no later than May 1st.

POST BAR LAW CLERKS

This office does hire 3Ls one or two paid post-bar positions. The application is rolling to capture those taking the February or July bar. According to the office, about 60% of their post bar clerks are hired into full-time attorney positions after passing the bar.

ATTORNEY POSITIONS

New Attorneys generally are assigned to the misdemeanor department. California Bar membership required. Entry level attorney salary starts at \$93,600 and includes dental, medical, retirement, deferred compensation, and bar dues. The average misdemeanor attorney tries about 5 cases in one year and will move up to felony cases in 2 to 3 years. Attorney applicants must submit an application through the county's Human Resources Department at <https://www.governmentjobs.com/careers/sbcounty>. Interested attorneys are also encouraged to arrange an informational interview by contacting the office.

SANTA CLARA COUNTY

PUBLIC DEFENDER: Molly O'Neal
Public Defender Main Office
120 West Mission Street
San Jose, CA 95110

Ph: (408) 299-7700

[Employment and Volunteer Information | Public Defender's Office | County of Santa Clara \(santaclaracounty.gov\)](https://www.santaclaracounty.gov)

Santa Clara County, sometimes referred to as "Silicon Valley," is unique for its geographic attractiveness and social diversity. With its numerous natural amenities it is considered one of the best areas to live and work. It is a well-funded and well-resourced office that practices a holistic defense model. They attempt to address the circumstances that lead clients into the criminal justice system and the consequences of that involvement - housing, employment, immigration.

SUMMER LAW CLERKS

The office hires approximately 15-25 unpaid interns and 3 paid interns every summer. Paid positions require bar certification. The paid positions are compensated at a rate of \$32.51. The office provides interns the opportunity to support a number of units - immigration, juvenile, post-conviction which includes expungements, felony trials and homicides.

The office expects unpaid interns to work a minimum of 16 hours per week. The office expects paid interns to work a minimum of 40 hours per week. Interns have the opportunity to attend weekly in-house trainings.

Interns have the opportunity to participate in case preparation, client communication, motion writing and court shadowing. For bar certified law students, the office makes an effort to provide the opportunity to appear on the record on 1538.5 and 995 motions. Interns will have the opportunity to create a writing sample and will receive feedback on their work throughout the duration of the summer.

There is no timeline for applications for volunteer positions but the office suggests applying no later than early May. Paid positions are filled the previous Fall.

Interested applicants may complete the online application at:

<https://files.santaclaracounty.gov/migrated/PDO%20-%20Internship%20Job%20Description%20%26%20Application.pdf>

Inquiries may be directed to Personnel Secretary at Rebecca.blanco@pdo.sccgov.org or by calling the main office.

POST-BAR LAW CLERKS

The office hires approximately 5-9 post-bar law clerks each year. Post-bar law clerks are paid \$32.51 an hour. The office often hires many of their post-bar law clerks as entry-level attorneys upon bar passage.

ATTORNEY POSITIONS

The starting salary for entry-level attorneys is \$132,687. Attorneys receive full county benefits. Misdemeanor attorneys try an average of 4-10 cases a year and move up to felony cases after approximately 3-4 years. Attorneys do not specialize in any particular unit but rotate through different units. The office pays bar dues and reimburses outside training costs.

Visit the Employee Service Agency [Career seekers | Employee Services Agency | County of Santa Clara \(santaclaracounty.gov\)](#) County of Santa Clara for attorney job postings.

Interested students or applicants with questions about hiring can contact **Jose Guzman** at jose.guzman@pdo.sccgov.org or (408) 299-7704 or Damon Silver at damon.silver@pdo.sccgov.org or (408) 299-7702.

SANTA CRUZ COUNTY

PUBLIC DEFENDER: Heather Rogers
Santa Cruz Office
420 May Avenue
Santa Cruz, CA 95060

Watsonville Office
315 Main St., STE 204
Watsonville, CA 95076

Ph: (831) 454-5300
Fax: (831) 454-5360
www.co.santa-cruz.ca.us

Santa Cruz has old growth redwoods, stunning ocean, world-class surfing, an excellent restaurant and bar scene, and all the culture you would expect of a bustling university town--all just a stones' throw from Silicon Valley, Big Sur, and the San Francisco Bay Area. The office is relatively new, having become a County office in July of 2022. They are building a defender office that integrates model practices from around the country, with a focus on client-centered representation that centers the whole person, and not just the case. They measure success by whether clients meet their goals.

They practice community-based whole person defense, which combines zealous advocacy in the courtroom and community with holistic representation and robust community engagement. Their defenders practice on interdisciplinary teams that include social workers, investigators, and client advocates. They provide early representation through record clearance, with the goal of helping clients break harmful cycles and resist further system involvement. They have a Juvenile Unit and a Collateral Consequences & Reentry Unit that includes post-conviction relief, record clearance, and immigration counsel.

SUMMER LAW CLERKS

The office offers summer law clerkships to law students who want to get meaningful experience in public defense. The student law clerks are assigned to our Law & Motions Team. Law clerks get the opportunity to research, draft, and, when possible, argue original motions, under the supervision of an experienced attorney. Client intakes and interviews, arraignment court, law and motions work (written and oral), assist with hearings and trial, explore other units and tasks based on interest. Law clerks also attend and observe hearings, such as arraignments, preliminary hearings, suppression hearings, and trials. Certified law clerks are likely to do bail pitches, suppression motions, and 995s; they may assist with trial and jury selection. Clerks work with one attorney supervisor and have the opportunity to work with defenders on projects across the agency. The law student clerkships provide law students with meaningful training to prepare them for work as public defenders.

The office accepts 2-6 law students each summer. They will accept both 1Ls and 2Ls. Interested students should send a cover letter, resume and writing sample to **Athena Reis**, at PDO@santacruzcountyca.gov. Students should apply in March for the best chance at being selected. The office is looking for applicants that have a well-developed sense of social justice with a demonstrated commitment to the issues that drive our clients into the criminal legal system; an understanding of public defense and a commitment to practicing in a client-centered, holistic manner;

a strong work ethic, an understanding of race, class, equity, and DEIB in the criminal legal system; curiosity; people skills; a desire to learn and grow in a fast-paced environment with a close-knit team of dedicated defenders.

POST-BAR LAW CLERKS

These are unpaid positions. The office usually hires 2-4 each year and the program runs from the bar exam through results. Interested students should apply in March for the best chance of selection. We offer an intensive Post-Bar clerkship experience that starts around August 1st and ends around November 30th. Post-Bar Law Clerks get intensive in-house training before being cross-assigned to our Law & Motions and Misdemeanor teams. Post-Bar Law Clerks get meaningful legal research and writing experience and the opportunity to shadow attorneys in our misdemeanor and felony units. Under attorney supervision, Post-Bar Law Clerks may represent clients at arraignments and assist with cross-examining witnesses during preliminary hearings or misdemeanor trials. The office makes every effort to provide our Post-Bar Law Clerks with substantive courtroom experience. The clerkships are designed to provide clerks with meaningful training and substantive experience to prepare them for work as public defenders. They are looking for someone who would like to live and work in Santa Cruz County long term. See also what they are looking for in summer clerks above.

ATTORNEY POSITIONS

Misdemeanor attorneys average about 6 trial per year and start to try felony cases after 3 years with the office. Starting salary is about \$100,000 per year. The office pays for attorney bar dues. Attorneys are covered by a bargaining unit MOU with generous terms. Interested graduates should look for jobs on the county website: <https://www.santacruzdefenders.us/Careers.aspx>

SHASTA COUNTY

PUBLIC DEFENDER: Eugene A. Shvetsky
1815 Yuba Street
Redding, CA 96001

Ph: (530) 245-7598
Fax: (530) 245-7560
www.co.shasta.ca.us/

This county does not have a formal intern program. However, occasionally the office will accept volunteer interns. Interested students should contact William Bateman, at public_defender@co.shasta.ca.us. The office posts attorney positions on the county website.

SIERRA COUNTY

J. Lon Cooper
Law Office of J. Lon Cooper
P.O. Box 682
Nevada City, CA 95959

Ph: (530) 265-4565

This county contracts out its public defender work. Interested students and graduates should contact **J. Lon Cooper** to inquire about law clerk or attorney positions at jho@nccn.net.

SISKIYOU COUNTY

PUBLIC DEFENDER: Lael Kayfetz
320 South Oregon Street
Yreka, CA 96097

Ph: (530) 842-8105
lkayfetz@co.siskiyou.ca.us

ASSISTANT PUBLIC DEFENDER: Rachel
Rosemeyer
Rosemeyer@co.siskiyou.ca.us

<http://www.co.siskiyou.ca.us/page/public-defenders-office>

The Siskiyou County Public Defender's Office is one of the smaller institutional PD offices in the state. Despite its size, the office is staffed with dedicated attorneys, investigators, social workers, and paraprofessionals who provide committed and creative holistic representation. Siskiyou County contains 5 national forests, 7 major rivers, majestic Mount Shasta, and is an outdoor recreation paradise. White water rafting and kayaking, backcountry and cross-country skiing, a downhill ski park, fly fishing, hiking, road and mountain biking are just a sample of available activities. The Oregon Shakespeare Festival located in Ashland, Oregon is 45 minutes from Yreka.

SUMMER LAW CLERKS

Summer program is 20-40 hours per week for 8-12 weeks. They hire 2-4 interns from both 1L and 2L classes. Some summer interns receive a stipend through OSPD's Rural Intern program and others are volunteer. Interns can choose whether to work jointly on projects and cases or to work independently

with a specific attorney or caseload. While the office is too small for specialized units, we do have the option for specialized interns. Interns Assisting attorneys on complex cases, individual case/client work under supervision, research and writing projects. Certified students have the opportunity to meet with clients, prepare and argue pretrial motions (suppression, bail, and speedy trial are most common), and assist with and participate in jury trials. The preference is to select interns by February. We offer flexible internship dates for the summer. The office is looking for applicants with a commitment to indigent defense and knowledge of challenges faced by clients in rural areas. Interested students should email **Lael Kayfetz** at lkayfetz@co.siskiyou.ca.us

ATTORNEY POSITIONS

This office does not have any post-bar positions, but they will accept applications from recent bar exam takers who have not gotten results. The average misdemeanor attorney tries 6-10 misdemeanors per year and will move up to felony cases in 2-3 years. California Bar membership required to begin. Salary for entry-level is \$68,500-\$72,00 with CalPERS pension, paid vacation/sick, medical/dental, 457 deferred comp. Job vacancies are posted on the county's website at <http://www.co.siskiyou.ca.us/>.

SOLANO COUNTY

PUBLIC DEFENDER: Elena D'Agustino
675 Texas St. Suite 3500
FAIRFIELD, CA 94533

Ph: (707) 784-6700
Fax: (707) 784-6747

http://www.solanocounty.com/depts/pubdefender/interns_and_volunteers/default.asp

Solano County is one of the most diverse in the country, part of the bay area but more affordable to live. We foster a supportive, collaborative environment for all staff. The office utilizes a holistic defense model by using a social work team that helps to connect clients with services and mitigate sentences.

SUMMER LAW CLERKS

The office hires approximately 4-6 interns each summer. Interns are mostly volunteer (unpaid), however the office has a limited number of grant-funded, paid internships with the post-conviction unit. The paid positions earn \$23.25 an hour. The office interviews for summer interns in both Fall and Spring. They look for interns with a passion to protect and defend the rights of their indigent clients, strong research and writing skills, and an impeccable work ethic. Summer interns work 32-40 hours a week for 8-10 weeks.

Interns have access to a wide variety of assignments including research and drafting motions, legal memoranda and writ petitions, client and witness interviewing, investigation, and assisting attorneys in preparing and conducting jury trials. Certified law students and graduates will be able to argue

motions in court, conduct evidentiary hearings and may be assigned to represent clients charged with misdemeanors, depending on experience.

Interns will have the opportunity to create a writing sample and receive feedback from attorneys. Certified law students appear on the record by assisting with arraignments and arguing motions, such as 995s. Interns will have the chance to work with multiple attorneys during their internship.

POST-BAR LAW CLERKS

The Solano County Public Defender's Office hires for paid post-bar positions.

ATTORNEY POSITIONS

The starting salary for entry-level attorneys is \$7,926.70 per month. The benefits can be found at the following website:

<https://www.solanocounty.com/civica/filebank/blobload.asp?BlobID=16491>

Interested students and graduates may contact **Elena D'Agustino, Public Defender at (707) 784-6700** or edagustino@solanocounty.com with any questions.

SONOMA COUNTY

PUBLIC DEFENDER: Brian Morris
600 Administration Drive
First Floor-room 111
Santa Rosa, CA 95403

Ph: (707) 565-2791
Fax: (707) 526-7667
<http://sonomacounty.ca.gov/Public-Defender/>

LAW STUDENT PROGRAM

Interested candidates should inquire about positions with Adriana Call at adriana.call@sonomacounty.org.

ATTORNEY POSITIONS

California Bar membership required. Interested candidates should monitor job openings on the county website. <https://sonomacounty.ca.gov/HR/Recruitment-and-Classification/?src=HomeGB11>

STANISLAUS COUNTY

PUBLIC DEFENDER: Jennifer Jennison
1021 I Street, Suite 201
Modesto, CA 95353-3428

Ph: (209) 525-4200
Fax: (209) 525-4244
<http://www.stancounty.com/publicdefender>

Our community offers affordable housing. We are located about an hour and a half away from Yosemite and the Bay Area. The office is located in downtown Modesto, which offers lots of restaurants and events such as farmers markets and live music all within walkable distance. The office has a vertical representation structure. We practice holistic defense and the office has a number of specialized units such as a post conviction unit, expungement unit, immigration unit, case support specialist unit, an investigation unit, mental health court and conservatorship unit, and a social worker on staff. The average misdemeanor attorney in the office goes to trial about 3-6 times a year. Attorneys are able to try felony cases between 1.5 and 2 years in the office.

The county offers payment of bar dues, an annual retention bonus, attorney professional leave, attorney professional development stipend, and the office will cover the cost of various out of town trainings. We are a medium sized office within a small legal community. This is a great place to learn and build a reputation for yourself. The attorneys within the office are close knit and offer lots of support to new attorneys.

SUMMER LAW CLERKS

Stanislaus County accepts first year and second year students volunteers who are interested in learning and excited about public interest legal work. They typically hire 3 – 5 interns that share a communal space and work directly with multiple attorneys. Summer interns work between 20-28 hours a week for 6-8 weeks. The office is flexible about hours and scheduling for summer interns. They provide a basic crash course on public defense and how to work up a case. We also touch on the variety of motions and pre trial strategies that come up before a preliminary examination or trial. Interns write motions, draft investigation requests, conduct legal research, complete client social histories, create a writing sample, and observe in court proceedings. Second year students usually get more out of the internship if they can be certified by the State Bar. If an intern is certified we will find a misdemeanor motion for them to draft and argue such as a mental health diversion, a motion to suppress evidence, or a judicial diversion motion.

Applications for summer internships are typically between March and April, but they accept applications year round on a rolling basis. Interested students should email **Keuren Parra Moreno** at Parramorenok@stancounty.com a cover letter and resume.

POST-BAR LAW CLERKS

Stanislaus County does offer 3 paid post-bar positions for 3L students. They are generally posted mid to late April. The program runs about 2 to 3 months and pays minimum wage. The office indicated that 99% of post bar clerks are hired into full-time attorney positions after passing the bar. Prior interns get an advantage when it comes to post bar hiring as well as attorney hiring. We look for a previous history of work within the public interest sector and direct services.

ATTORNEY POSITIONS

Attorneys typically start at \$99,000 and are offered health insurance, dental, vision, HSA account, and retirement. We have a vertical model. Entry level attorneys will be assigned to a misdemeanor department. There are no restrictions as to the types of misdemeanors they will be assigned. For current openings, interested candidates should check the county's Human Resources website at <https://www.governmentjobs.com/careers/stanislaus/>.

SUTTER COUNTY

PUBLIC DEFENDER: Michael J Sullinger
604 B Street, Suite 1
Yuba City, CA 95991

Ph: (530) 822-7355
Fax: (530) 673-7967
MSullinger@co.sutter.ca.us

www.co.sutter.ca.us/doc/government/depts/pd/pd_home

Sutter County is a great place to live because it has an abundance of activities locally. It is also less than two hours to the ocean or mountains. This office has a horizontal representation structure. They minimally practice holistic defense, mostly in the area of immigration issues. This average misdemeanor attorney has about 10 trials per year. Attorneys hired immediately try felony cases. All attorneys are contractors in this county except the Public Defender. Attorneys and students who work in this office will receive a great deal of experience in a short amount of time.

LAW STUDENT PROGRAM

There is no formal summer program but the office does accept second year law student interns. Work hours are open to discussion and all positions are unpaid volunteer positions. Interns will receive hands on training with a mentor attorney and a library of digital training. Interns can expect to analyze reports for issue spotting, conduct research, assist in case preparation, and have an opportunity to create a writing sample. Interns work with multiple lawyers in the office. Certified law students can appear on record. There is no timeline for hiring. Interested students should submit a cover letter and resume to **Michael J Sullinger, Public Defender**, at MSullinger@co.sutter.ca.us. The office is looking for second year students who have demonstrated a dedication to becoming a lawyer and a genuine interest in indigent representation.

ATTORNEY POSITIONS

This office does not hire 3Ls for paid post bar positions. Those applying must have already passed the bar exam. Starting salary for an entry-level attorney is \$72,000 per year. Starting attorneys will get a pro rata share of new cases as appointments come in. Interested applicants should send a cover letter and resume to **Michael J Sullinger**. Applicants will be contacted when an opening becomes available.

TEHAMA COUNTY

Odeh Hijazeen
857 Jefferson Street
Red Bluff, CA 96080

Ph: (530) 529-1794

<http://www.co.tehama.ca.us/>

This county contracts out its public defender work to the attorneys above. Interested students and graduates should contact them directly to inquire about law clerk or attorney positions.

TRINITY COUNTY

Joshua Brown and Amber Lane
Lane and Brown Attorneys at Law
1900 Gold St.,
Redding, CA 96001

Ph: (530) 769-8529

This county contracts out its public defender work. Interested students and graduates should contact the above attorneys to inquire about law clerk or attorney positions.

TULARE COUNTY

PUBLIC DEFENDER: Erin Brooks
221 S Mooney Blvd. #G35
Visalia, CA 93291

[Home - Public Defender \(tularecountypublicdefender.com\)](http://tularecountypublicdefender.com)

LAW CLERK POSITIONS

Students interested in law clerk positions should send cover letter and resume directly to Morgan Blankenship at mblankenship@tularecounty.ca.gov.

ATTORNEY POSITIONS

[Join Our Team - Public Defender \(tularecountypublicdefender.com\)](http://tularecountypublicdefender.com)

TUOLUMNE COUNTY

PUBLIC DEFENDER: Scott Gross
99 North Washington Street
Sonora, CA 95370

Ph: (209) 533-6370
Fax: (209) 532-1185

<http://www.tuolumnecounty.ca.gov/Index.aspx?NID=432>

The Tuolumne County Public Defender's office is in downtown Sonora, located in the heart of California's "Mother Lode" gold country region, in the beautiful foothills of the Sierra Nevada Mountain range. They are just 125 miles east of San Francisco and south of Lake Tahoe. Tuolumne County is home to Yosemite National Park and the Stanislaus National Forest, and enjoys a variety of nearby outdoor recreation activities, lakes, rivers, hiking trails and ski areas.

SUMMER LAW CLERKS

Interns have the opportunity to work closely with the attorneys, sit in during court hearings, prepare motions, and meet with clients. Interns can expect to have assignments assigned individually while at other times will work closely with other interns.

Interns are provided with a hand-on approach, assisting experienced attorneys with actual legal cases in the Tuolumne County Superior Court. Interns will have a learning contract and will participate in formal training at the beginning of the internship, in addition to informal training throughout. They are also expected to participate in self-evaluations and weekly meetings. Typically, they will spend their time working with one attorney, however they may receive assignments or be asked to assist other attorneys.

Typically, an intern's responsibility includes researching forensic, mental health, and other issues; drafting client social history; collecting or summarizing documents; conducting lit review; case investigation; research and writing projects; attending client meetings, observing trials and other court hearings; and other office duties to help attorney prepare for court hearings including filing, copying, scanning, faxing, and phone calls.

Bar certified law students have a high likelihood of being able to appear on the record. Depending on the attorney they are training under, certified law students may be able to appear on pretrial/trial readiness conferences, motions, violation hearings, and preliminary hearings.

The office looks for interns with positive attitudes, a passion for helping those whose civil liberties are at risk, and the following qualifications: eager to gain professional experience, ready to ask questions as needed, excellent oral and written communication skills, highly organized and dependable, able to complete assignments in a timely manner, able to work independently and also cooperate in a team environment, experienced in Internet use and Microsoft Office Suite, including Outlook, Word, and Excel, and who are committed to upholding ethical standards including confidentiality.

ATTORNEY POSITIONS

Entry level attorneys can expect to shadow a senior attorney for a minimum of one month, or until the senior attorney feels they have shown the ability to take on their own case load. Once assigned cases, they can expect to still have an attorney in court with them during hearings. The number of cases assigned is dependent on the number of attorneys on staff. Most attorneys in the office carry a case load between 150-300 cases.

Entry level attorneys are paid \$81,112-\$98,592 annually and are eligible for the following benefits:

Health Care with County contributions to cost, Dental, Vision, Life Insurance, Cal PERS, social security, Deferred Compensation, Holiday, PTO, Attorney Time off, and a retention incentive.
With potential qualification for: employee down payment and closing cost assistance, student loan forgiveness, and educational assistance.

The office occasionally offers extra financial incentives depending on the difficulty in filling open positions.

Interested students or applicants can find employment opportunities at: [Current Employment Opportunities | Tuolumne County, CA - Official Website](#)

VENTURA COUNTY

PUBLIC DEFENDER: Claudia Y. Bautista
800 South Victoria Avenue
Hall of Justice Suite 207
Ventura, Ca 93009

Ph: (805) 654-2201
Fax: (805) 648-9220
[Ventura County Public Defender](http://vcpublicdefender.org)
[\(vcpublicdefender.org\)](http://vcpublicdefender.org)

The Ventura County Public Defender's Office is in close proximity to endless beaches and beautiful hikes. The office is conveniently located and in a location that is fairly reasonably priced for that area of California. The office has a lot of support for attorneys including trainings, a talented investigator team, helpful support staff, paralegals, sentencing specialists, immigration specialists, writs and appeals support, etc., so that the misdemeanor and felony attorneys can best help their clients.

The office uses a vertical representation model and practices holistic defense by utilizing a sentencing specialist, immigration attorneys, an expungements team, homeless court, veteran services, re-entry services, assistance with sober-living, etc.

SUMMER LAW CLERKS

The office hires approximately 10 to 12 summer interns. The internship positions are unpaid. Interns work separately, but will train together and have biweekly meetings to discuss cases. They offer a two-day training that includes general information about criminal cases and defense, introduction to the case management system, explanation of expungement process, office policies, jail visit, etc. Then, they meet bi-weekly and part of that includes additional training with misdemeanor and felony attorneys. Interns are also invited to attorney trainings hosted by the office.

Interns have the opportunity to work on arraignments, draft motions, meet with clients (with an attorney present), appear in court (if certified), file and argue expungements, research and write memos, etc. Interns will have the opportunity to create a writing sample. Depending on the needs of the office, interns may either work with one supervising attorney or with multiple attorneys. Summer interns are expected to work between 24 and 32 hours a week.

Certified students may appear on the record. While being certified does not guarantee appearances, they encourage students to get certified and appear on the record. All interns are given expungement motions and they encourage certified students to argue the motions on the record (with approval and supervision).

Interns have regular opportunities for feedback from supervising attorneys- both verbal and in writing if needed.

They look for law students dedicated to serving low-income people. They suggest applying for summer internship positions before March 1.

POST BAR LAW CLERKS

The office hires approximately 3 to 4 post bar law clerks each semester. These positions are unpaid, volunteer. While there is no guarantee, many post-bar law clerks are hired by the office as attorneys after passing the bar.

ATTORNEY POSITIONS

The average misdemeanor attorney tries approximately 10 trials in their first year and moves up to felony cases in approximately 3 years.

There is no general application timeline for entry level attorney hiring. The office hires whenever entry level positions open up. The starting salary for an entry-level attorney is \$84,667.64 - \$106,894.60 annually.

Positions are advertised on the county's Personnel website at <https://www.governmentjobs.com/careers/ventura> and advertised in the Daily Journal. The Office encourages those interested to send cover letters and resumes at any time. The office keeps them on file and will contact candidates about openings.

Those interested should contact **Aurora Lazaro**, aurora.lazaro@ventura.org, for any questions about hiring.

YOLO COUNTY

PUBLIC DEFENDER: Tracie Olson
814 North Street
Woodland, CA 95695

Ph: (530) 666-8165
Fax: (530) 666-8405
<http://www.yolocounty.org/law-justice/public-defender>

Yolo County, California, is a highly desirable place to live and work for several compelling reasons. Firstly, the county boasts a diverse and thriving economy, with opportunities in agriculture, education, and technology sectors. Its strategic location, nestled between the vibrant cities of Sacramento and the Bay Area, provides residents with easy access to urban amenities while enjoying a more relaxed and scenic environment. Yolo County takes pride in its strong sense of community, evident in the numerous local events, farmers' markets, and community gatherings that foster a welcoming atmosphere. Additionally, the region is renowned for its picturesque landscapes, including the scenic Sacramento River, providing residents with ample outdoor recreational activities. Finally, Yolo County is committed to sustainability, with initiatives promoting eco-friendly practices and a healthy, green lifestyle.

SUMMER LAW CLERKS

Yolo County Public Defender's Office hires 1Ls and 2Ls for summer positions. The positions may be paid, depending on funding. Interns work on-site, 40 hrs/wk, for the summer term between academic terms.

The office provides training that combines formal instruction with hands-on, practical experience. Interns undergo initial training sessions covering fundamental legal concepts, ethical considerations, and the specific procedures of our office. This ensures a solid foundation for their work. However, the majority of the training occurs through hands-on experience working on real cases under the guidance of experienced attorneys. Interns actively participate in legal research, case preparation, and court proceedings, gaining practical insights into the intricacies of criminal defense work. Regular feedback sessions and mentorship opportunities are integral to our training approach, allowing interns to learn from experienced professionals and continually refine their skills. This combination of formal training and immersive, real-world experience equips interns with the practical knowledge and confidence necessary for a successful career in public defense.

All interns assist attorneys with legal research and writing tasks as they come up. If an intern wants a writing sample, they can specifically ask for an opportunity to create one. Interns gain valuable, marketable skills which immediately translate to an entry-level position in the Public Defender's Office. Several current attorneys in our office were former interns in our office.

Bar certified law students are immediately given cases to work up and present in court, like any entry-level attorney, under the guidance of an experienced supervisor. Bar certified law students will represent clients from arraignment to disposition, including jury trial, under the guidance of an experienced attorney. Assignments will vary with client needs.

The office looks for a demonstrated interest in criminal justice. Excellent research and writing skills are vital for legal interns who will be assisting in case preparation and legal documentation; effective communication skills, including the ability to interact with clients and court personnel; a commitment to social justice and a passion for defending the rights of individuals; a demonstrated ability to work under pressure; a willingness to learn and adapt to the dynamic nature of legal proceedings.

The office follows the OCI timelines for UC Berkeley, UC Davis, and McGeorge SOL. Students of other schools may inquire with the intern coordinator at PubDefInterns@yolocounty.org.

POST-BAR LAW CLERKS

This office hires for paid post-bar positions. The number of post-bars varies depending on funding. The program runs from after the July bar exam until bar results come out. Post-bars may remain past the date of results if they obtain their license. The office often hires post-bar clerks into full-time attorney positions depending on whether there is an opening at the time of the post-bar program. Many attorneys in the office were former interns and/or post-bars.

Attorneys who are licensed to practice law in the state of California may apply for volunteer attorney positions. Although these positions are unpaid, volunteer attorneys will be given the opportunity to litigate cases which will provide them with a significant advantage in a competitive job market.

Volunteer attorneys will meet with clients, author and argue motions, represent clients in court, handle court calendars, and represent clients at all stages of proceedings including arraignment, preliminary hearings, and trials.

Post-bars should have the same skills as listed for the interns, above. Since post-bars in the office are considered near-entry-level attorneys, previous experience handling misdemeanor cases, advising clients, and litigating motions (under the supervision of an attorney) is highly preferred. Post-bars that have interned at their office will receive those skills and experience.

The office follows the OCI timelines for UC Berkeley, UC Davis, and McGeorge SOL. Students of other schools may inquire with the intern coordinator at PubDeflnterns@yolocounty.org.

ATTORNEY POSITIONS

The starting salary for entry-level attorneys is \$97,000. Attorneys receive the following benefits: Medical, dental, yearly paid vacation and administrative leave, pension and optional 457, training stipend, in-house training, state bar dues, and more. For more information, please see the Memorandum of Understanding between the County of Yolo and the Yolo County Attorney's Association.

The average misdemeanor attorney will try 3 cases a year. It takes roughly 3 years for new attorneys to move up to felony cases. Attorneys typically work 40 hours per week, but may work significantly more depending on the state of litigation. Entry-level attorneys are typically assigned to a specific courtroom, and may receive most if not all of the misdemeanor cases assigned to that courtroom.

Interested students and applicants with questions about hiring can contact Daniel Hutchinson at daniel.hutchinson@yolocounty.org or (530) 406-4552.

This is a civil service office. Openings are posted on the county's Personnel Department website at <http://agency.governmentjobs.com/yolococa/default.cfm>.

YUBA COUNTY

Public Defender: Brain J. Davis
303 Sixth Street #12
Marysville, CA 95901

Ph: (530) 741-2331
Fax: (530) 741-2254
www.co.yuba.ca.us

LAW STUDENT PROGRAM

There is no formal summer program, but the office hires summer volunteers. Contact the office for more information. They also accept externs during the school year. Applications should include a resume and cover letter. Electronic applications are accepted. Phone interviews are not offered.

ATTORNEY POSITIONS

California Bar membership required. Recent graduates are encouraged to apply for attorney positions, when licensed. All positions are posted on the county's Personnel website. Interested candidates can contact the office for more information.

FEDERAL DEFENDERS OF SAN DIEGO, INC.

Kasha K. Castillo, Executive Director
225 Broadway, Suite 900
San Diego, CA 92101
Ph: (619) 234-8467
Fax: (619) 687-2666
www.fdsdi.com

El Centro Office
1222 State Street, Suite E
El Centro, CA 92243
Ph: (760) 335-3510
Fax: (760) 335-3610

Federal Defenders of San Diego is a private, non-profit organization based in San Diego with a branch office in El Centro, California, representing indigent persons accused of federal criminal offenses.

We are located in the Southern District of California. Our close proximity to the U.S.-Mexican border has a strong influence on our caseload. The majority of our clients are charged with drug and immigration related offenses. Our attorneys also have the opportunity to represent clients facing a wide variety of federal charges, including bank robbery, fraud, counterfeiting, pornography, assault and firearms offenses.

Our staff currently consists of over 60 attorneys and 70 support personnel, many of whom are bilingual and bicultural. We have an aggressive and distinguished appellate department. Our attorneys are assisted by highly trained and dedicated investigators and have the benefit of in-house interpreter and bond departments.

Members of the Federal Defenders team share a commitment to excellence and a passion for justice in representing indigent people accused of myriad federal criminal offenses. We combine hard work, constant training and intense dedication in the defense of each of our clients.

LAW STUDENT PROGRAM

Federal Defenders seeks to recruit law students who wish to work in an office dedicated to the zealous defense of the indigent accused. Interns will work with attorneys in preparation for trials, complete client visits, perform legal research, and go on investigations. Due to local court rules, law students are not permitted to represent individuals in court. Internships are unpaid and thus students are encouraged to seek alternate sources of funding.

Applicants to the program must be attending an accredited law school. For fall and spring semester internships, 2L and 3L students are considered. For summer internships, only students who are rising 3Ls are considered. It is preferred that interns have completed Evidence and Criminal Procedure courses prior to the commencement of the internship. The program seeks applicants with strong written and oral communication skills and a demonstrated interest to public interest law. The program seeks applicants with strong written and oral communication skills and a demonstrated interest to public interest law.

To apply, submit a cover letter, resume, unofficial transcript, and writing sample by email to the **Legal Intern Committee** at: internapp@fdsdi.com. Once the entire application packet is received and reviewed, you may be contacted to schedule an interview. Interviews are conducted over the phone or in person, depending on where you are located. Decisions are generally made shortly after the interview. Please note that the hiring process is extremely competitive, particularly for the summer session.

Additionally, trial attorneys from FSDSI attend several career fairs, diversity fairs, and other large recruitment events across major cities in the United States to recruit the best potential participants for our Legal Intern Program. If you are interested in an internship in the office, it is strongly encouraged that you make an effort to meet with FSDSI at one of the career fairs. They usually attend Northern California Public Interest/Public Sector Career Day at Hastings.

FSDSI is strongly committed to the principle of diversity and actively encourages applications from people of varied and diverse backgrounds. **DEADLINE:** Applications for the Legal Intern Program are accepted on a rolling-basis, however serious applicants are encouraged to submit their materials as early as possible.

POST GRADUATE LAW CLERKS

We hire attorneys directly out of law school (see "Attorney Position"). They are recruited during their 3L year and start with us in early October. Prior to bar passage, they serve as law clerks. However, we do not hire law clerks solely for the pre-bar passage time.

ATTORNEY POSITIONS

Or email a cover letter and detailed resume, writing sample, and list of references to:
CAS_AttorneyCareers@fd.org.

FEDERAL PUBLIC DEFENDER: CENTRAL DISTRICT OF CALIFORNIA

CHIEF DEFENDER: Cuauhtemoc Ortega
321 East Second Street
Los Angeles, CA 90012

Ph: (213) 894-2854
Fax: (213) 894-0081

LAW STUDENT PROGRAM

The Federal Public Defender's Office for the Central District of California (FPD-CDCA) offers an intense and rewarding experience to law students and recent post-bar graduates who wish to volunteer in an office dedicated to the zealous defense of the indigent accused. Law clerks assist trial lawyers in all aspects of work, including performing legal research, drafting pleadings, analyzing discovery, assisting with trial preparation, visiting clients and helping to develop sentencing mitigation. They offer a robust, formal training program (include previous language) as well as an informal training resulting from working closely with trial attorneys on case-specific projects.

During the summer, law clerks agree to volunteer 40 hours a week. During the school year, law clerks agree to volunteer anywhere from 15 hours to 40 hours a week.

Students interested in working during the summer should submit a cover letter, resume, unofficial transcript, and writing sample by email to the Trial Law Clerk Program at internships@fpdcdca.org.

Direct applications are accepted on a rolling basis, with a final deadline of the last day in January. We recommend that you submit your materials as early as possible.

For the semester program applications are accepted on a rolling basis. Again, we recommend that you submit your materials as early as possible.

[Intern Programs - FPDCDCA](#)

LAW CLERK AND POST-BAR PROGRAM

The Federal Public Defender's Office for the Central District of California (FPD-CDCA) offers a variety of intense and rewarding experiences to law students and recent post-bar graduates who wish to volunteer in an office dedicated to the zealous defense of our appointed clients. Our office has multiple law clerk programs in our trial unit, capital habeas unit (CHU), noncapital habeas unit (NCHU), and our appeals unit.

[Law Clerk Program - FPDCDCA](#)

ATTORNEY POSITIONS

The office does not hire directly out of law school. When openings become available they are advertised in legal publications and online at [Current Openings - FPDCDCA](#).

FEDERAL PUBLIC DEFENDER: NORTHERN DISTRICT OF CALIFORNIA

FEDERAL DEFENDER: Jodi H. Linker

**Office of the Federal Public Defender
450 Golden Gate Avenue
STE 36106
Room 19-6884
San Francisco, CA 94102
Ph: (415) 436-7700
Fax: (415) 436-7706
www.ndcalfpd.org/**

Oakland Office

**Office of the Federal Public Defender
1301 Clay Street, Ste. 1350N
Oakland, CA 94612**

Ph: (510) 637-3500

San Jose Office

**Office of the Federal Public Defender
55 South Market Street, Ste. 820
San Jose, CA 95113**

Ph: (408) 291-7753

LAW STUDENT PROGRAM

Students have the opportunity to observe all phases of a criminal case. Although the emphasis is on research and writing, students attend court proceedings and client and witness interviews. They are often asked to assist in the investigation of cases and help attorneys prepare for trial. Students also provide direct assistance to those who have received tickets for alleged federal and state code violations while on federal property.

They hire 2L students. Students are required to have successfully completed courses in Criminal Procedure, Criminal Law, and Constitutional Law. Outstanding 1Ls may apply for any remaining openings per ABA rules and deadlines. Applications from 2L students must be received by September 14 of the year before the summer of employment.

The office accepts school year externs. Applicants for the fall or spring semesters should have successfully completed courses in Criminal Procedure, Criminal Law, and Constitutional Law by the position's start date. Second and third year students are encouraged to apply. Applications are taken year round.

Interested students should send a cover letter, resume, brief writing sample, transcript, and three references to the attention of the **Law Clerk Supervisor** at the appropriate office listed above.

ATTORNEY POSITIONS

Positions are posted at [Employment & RFQ — Office of the Federal Public Defender \(ndcalfpd.org\)](http://www.ndcalfpd.org/) and advertised in Northern California legal media. California Bar membership required. The office generally does not hire attorneys directly out of law school but do hire attorneys who have just finished a federal judicial clerkship.

FEDERAL PUBLIC DEFENDER: EASTERN DISTRICT OF CALIFORNIA

FEDERAL DEFENDER: Heather Williams
801 I Street, Third Floor
Sacramento, CA 95814
Ph: (916) 498-5700
Fax: (916) 498-5710

Fresno Office
2300 Tulare Street, Suite 330
Fresno, CA 93721
Ph: (559) 487-5561
Fax: (559) 487-5950

<http://www.cae-fpd.org/>

LAW STUDENT PROGRAM

The Legal Intern positions allow students to gain experience in researching issues; writing memoranda of findings, briefs, and motions; and observing federal court proceedings. Employment in this program is restricted to students enrolled in or recent graduates of a 3 or 4 year law school curriculum leading to a degree, and to persons who have been admitted to the State Bar of California within the past 12 months. Prefer second semester, second year day or third year evening students but will accept some first year day or second year evening students in the summer. To qualify for the position of Legal Intern during the school year, a person must have completed their first year at an accredited law school and successfully completed courses in criminal procedure and evidence.

They take full-time or part-time volunteers, either 1Ls or 2Ls. They have offices in Sacramento and Fresno. The units are Misdemeanor, Felony, and Capital Habeas. See the employment section of the office website for further details [Federal Public Defender California Eastern District - Sacramento, Fresno, Yosemite \(cae-fpd.org\)](http://www.cae-fpd.org/)

For consideration, all applicants must meet the minimum qualifications and submit a cover letter, resume, and writing sample to **Linda Allison, Chief Assistant Federal Defender** at Linda.Allison@fd.org or **Rachelle Barbour, Assistant Federal Defender** at Rachelle.Barbour@fd.org before the following deadlines: February 15 for summer positions, June 30 for fall semester positions, and October 30 for spring semester positions.

POST GRADUATE LAW CLERKS

The office has retained graduates after they have taken the Bar as clerks or even paralegals until they pass the Bar. Check employment section of the office website for openings.

ATTORNEY POSITIONS

They will hire entry-level attorneys if they have funding for positions at the start of the fiscal year (October), or if someone transfers or leaves for some other reason. They do sometimes hire right out of law school, and you can apply before you have passed the Bar. They recruit year round even if there are

no current openings; submit cover letter, resume, and writing sample to the attention of Personnel. Submit to either the Sacramento or Fresno offices. Open positions will be advertised on their website <https://www.fd.org/navigation/employment> and in the legal media. They have a preference for people from the area.

OFFICE OF THE STATE PUBLIC DEFENDER

Oakland Office

1111 Broadway, Tenth Floor
Oakland, CA 94607
Ph: (510) 267-3300
Fax: (510) 452-8712

Sacramento Office

770 L Street, Suite 1000
Sacramento, CA 95814-2518
Ph: (916) 322-2676
Fax: (916) 327-0459

www.ospd.ca.gov/

The Office of the State Public Defender (OSPD) offers law students with a commitment to public defense and a passion for legal research and writing the opportunity to participate in a paid 10-week summer internship from June until August, which includes in-depth training in capital appellate law. The Office of the State Public Defender represents more than 130 people on California's death row in their appeals to the California Supreme Court. The work of the office is often at the cutting edge of criminal law. We have appeared in the California Supreme Court in over 250 cases and in the United States Supreme Court in a half dozen cases where certiorari review was granted. We have been responsible for major developments in areas such as the Racial Justice Act, due process, right to counsel, confessions, jury selection, search and seizure, sentencing and many other issues. The work of OSPD is complex and challenging, and presents a unique personal and professional opportunity for those interested in criminal appellate defense.

SUMMER LAW CLERKS

Summer interns assist with preparing appeals to the California Supreme Court. Responsibilities may include: legal and factual research on guilt/innocence, forensic, mental health, client social history and other issues; collecting or summarizing caselaw or case documents; drafting memos and legal pleadings; preparing for hearings and other tasks. Students participate in team meetings. Students attend a week's worth of formal training at the beginning of the summer, in addition to informal training and career panels offered throughout the summer.

The internship is paid. Please apply on the state career website: CalCareers.ca.gov and include in the application a letter of interest, resume, and writing sample. For a link to the positions, visit ospd.ca.gov Any questions, email internprogram@ospd.ca.gov or alexander.post@ospd.ca.gov or mail to:

Office of the State Public Defender
Intern Program
1111 Broadway, 10th Floor
Oakland, CA 94607

Two references must be provided upon request. Qualified applicants will be contacted for an interview. Call (510) 267-3300 with any questions.

ATTORNEY POSITIONS

Attorneys are hired under state civil service procedures. The Barry Helft Fellowship positions are the entry-level positions for attorneys admitted to the Bar. That fellowship hires on a two-year basis, every odd year. The Fellowship program seeks to enhance the quality of representation provided to indigent appellate defendants by fostering a new generation of diverse attorneys qualified to join statewide appellate panels and to handle capital cases. Increasing diversity among the appellate bar enhances intercultural competence, leading to better case outcomes for clients marginalized by a racist criminal legal system. The Fellowship provides a salary, with ranges dependent on experience, as well as excellent benefits. For more information, go to ospd.ca.gov

Fellows are provided opportunities to develop skills and join teams of experienced appellate attorneys in providing client support, evaluating trial records, issue spotting, brainstorming ideas for novel legal claims, and ultimately drafting arguments to be heard by the California Supreme Court. Fellows have the opportunity to work on systemic claims and targeted amicus briefing challenging the very core of the racist and classist criminal legal system. If you are looking for impactful civil rights work that will mold you into the best legal writer you can be, the Barry Helft Fellowship is for you.

Deputy State Public Defenders are the associate attorney positions for attorneys with some experience in the practice of appellate or criminal law. Check the office website at ospd.ca.gov for openings and exam information. A writing sample will be required prior to appointment.