

Job Title	Mitigation Specialist (Austin, Pearland, San Angelo)
Employer/ Agency	Regional Public Defender for Capital Cases, LGC
Job Description	<p>The Mitigation Specialist works with attorneys and other specialists in an effort to mitigate and therefore minimize the assessment of punishment in capital cases. The purpose of the mitigation specialist is to prevent, in the event of a conviction, the client from receiving the death penalty.</p> <ul style="list-style-type: none"> • Obtains and evaluates family histories, jail records, work records, medical records, educational records and any other record that may be mitigation against the imposition of a death sentence. • Prepares correspondence, social histories, reports and other documentation of work. • Conducts witness interviews and field investigations regarding competency, alcohol/drug dependence, mental health and/or any other contributing factor to client's life, prepares reliable social histories and themes regarding mitigation based on the client's psycho-social development, future dangerousness, and other capital sentencing factors. • Conducts witness interviews and field investigations related to intellectual disability and the adaptive deficits that are a part of intellectual disability. • Prepares written reports/memoranda for all client interviews, witness interviews, record reviews and any other important aspect of the case and submits such to team members. • Provides court testimony on behalf of clients, when needed. • Maintains well-documented and dated files for all clients • Assists attorneys in developing theories for the case, developing mitigation and generating narrative and inputting such into the trial notebook. • Participates with all team members in preparation of mitigation and/or inputs mitigation witnesses into the trial notebook. Collaborates with team members in developing and expanding mitigation information as the case develops. • Performs other job-related duties, within reason and capabilities, as directed. • Participates in training sessions as requested.
Qualifications	<ol style="list-style-type: none"> 1. Bachelor's degree required. 2. Experience collaborating effectively in a team. 3. Background in social work a plus. Master's in social work or Licensed Clinical Social Worker preferred. 4. Previous defense mitigation or sentencing advocacy experience desired. 5. Previous capital mitigation experience highly preferred but not required. 6. Bilingual (English/Spanish) a plus. 7. Valid Texas driver's license and proof of auto; 8. An ability and willingness to travel extensively including overnight. <ul style="list-style-type: none"> • Knowledge of the techniques, principles and methods used in criminal

	investigations; <ul style="list-style-type: none"> • Knowledge preferably of the Texas criminal justice system, laws, and procedures as they apply to capital cases; • Knowledge of social services and government relations as they relate to indigent defense administration; • Ability to keep accurate notes and records; • Ability to prepare and present clear, concise and comprehensive reports.
Salary/Hours	\$ 80,000 / annually
Address	PO Box 2097
City, State, Zip	Lubbock, TX 79408
Contact Person	Debbie Sanchez
Telephone Number	806-696-3746
Fax Number	806-696-3750
Email Address	dsanchez@rpdo.org
Application Method	Email resume and cover letter to Human Resources at rpdo@rpdo.org
Opening Date	Immediately

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