

Kansas State Board of Indigents' Defense Services

Open Position – Call for Applicants

Senior Assistant Capital Appellate Public Defender (Capital Public Defender II) Kansas Capital Appellate Defender Office, Topeka, KS

Senior Assistant Capital Appellate Public Defender (Capital Public Defender II):

The Kansas State Board of Indigents' Defense Services is accepting applications for the position of **Senior Assistant Capital Appellate Public Defender (Capital Appellate PD II)** in the Capital Appellate Defender Office in Topeka, Kansas.

The position is for an attorney who has a developed appellate litigation practice or previous capital defense experience at the trial or postconviction stages, and who is capable of working on high complexity cases, including cases in which the client faces capital punishment, as part of a team-based practice model.

Who We Are: The Capital Appellate Defender Office (CADO) is a close-knit office operating in the Kansas Public Defense system consisting of three attorneys, a mitigation specialist, and a legal assistant. Our mission is to provide high-quality, client-centered, zealous appellate advocacy in the State system for people sentenced to death or convicted of capital crimes, as well as in capital cases in other procedural postures, and other high-level felony appeals. Our office is located in Topeka, Kansas, but remote work options are available.

Responsibilities

Senior Assistant Capital Appellate Public Defenders represent adults sentenced to death in their direct and postconviction appeals and relate proceedings, and provide direct representation in other high-complexity felony appeals. Attorneys in this position should possess an advanced legal research and writing skill set and have developed a comprehensive motions and briefing practice. They may also provide research and writing support to State trial teams in the representation of adults facing a death sentence, and/or assist in other holistic postconviction advocacy for prisoners currently on Kansas's death row.

Attorneys in this position understand the impact of their state capital litigation on the larger timeline and procedural overlay of state and federal capital case litigation and are capable of litigating complex statutory, procedural, and constitutional issues in an appellate posture with some assistance from other experienced attorneys within their office. Attorneys are also expected to engage in a team-based practice, working closely with other team members to provide robust advocacy. The attorney must be able to maintain communication with co-counsel while working

remotely, including through the use of Zoom or other web-based programs. Additional responsibilities include positive communications with clients and maintaining substantial understanding of the relevant law governing capital cases.

Attorneys in this position should be familiar with the ABA Guidelines for the Appointment and Performance of Defense Counsel in Death Penalty Cases, and capable of demonstrating the qualifications set forth in ABA Guideline 5.1. Attorneys must continue to actively advance their level of practice by seeking additional learning opportunities, including attending at least one training yearly specializing in the defense of death penalty cases.

Qualifications

Education and Experience: Must be (1) a graduate from an ABA accredited law school; (2) a licensed attorney who is active and in good standing in the State of Kansas at the time of employment, or must be willing and able to seek admission to the Kansas bar immediately upon hire (candidates must have a Kansas bar license or temporary license by first day of employment); and (3) have at least three years of experience in appellate or postconviction criminal defense, capital defense, or other comparable legal practice.

Preferred Knowledge, Skills and Abilities:

- Strong legal writing and oral advocacy skills.
- A clearly demonstrated aptitude for excellence in criminal defense practice through a robust and team-based practice model.
- Ability to coordinate with supporting personnel to provide client-centered, holistic representation.
- Must have appropriate time management skills, organizational skills and demonstrate proficiency in the preparation and planning required for high-complexity litigation required of capital defense practice.
- Must be able to effectively interact with clients, co-workers and other colleagues in a respectful and appropriate manner.
- Must also possess the ability to communicate effectively with a diverse clientele, clients' family members, and court personnel as part of their employment.
- Must demonstrate an on-going commitment to a client-centered practice, and a keenly developed and uncompromising set of personal and professional ethics.
- Must be able to maintain confidentiality and manage confidential information.
- Ability to review all discovery, which may include visual depictions of evidence, examine physical evidence, and view crime scenes.
- Occasional travel to other work locations including courts, prisons and jail.
- It is preferred that applicants have capital litigation experience in state or federal proceedings.

Conditions of Employment:

- Maintain licensure as an active attorney in good standing in the State of Kansas.
- Must have a valid driver's license where courts and jails are not located within walking distance of the office.
- All Employment is subject to the Governor's salary approval.

Salary and Benefits

Compensation for this position (Capital Appellate PD II) ranges from \$70,000 - \$80,000. Compensation may vary depending upon experience, education, or qualifications. We are happy to discuss compensation expectations with interested applicants.

The State of Kansas Employment Benefits Package includes:

- First day of employment comprehensive coverage under the State Employee Health Plan (SEHP) for medical, prescription drug coverage, dental, and vision Tax advantage accounts are available and include options such as a Health Savings Account, Health Reimbursement Account, and Flexible Spending Accounts
- Additional voluntary benefits including Hospital Indemnity Insurance, Accident Insurance, and Critical Illness Insurance
- SEHP members and their covered family members have access to the HealthQuest Health Center at 9th and Kansas Avenue in Topeka for in person and virtual health care services
- Sick & Vacation leave
- Work-Life Balance programs: paid parental leave, military leave, jury leave, and funeral leave
- Paid State Holidays
- Fitness Centers in select locations
- Employee discounts with the [STAR Program](#)
- Retirement and deferred compensation programs

How to Apply

Send Cover Letter, Resume, a list of three professional references, a representative writing sample, and DD214 (if you are claiming Veteran's Preference) by email to Bryan Crouch with "Capital Appellate Defender Office" in your email subject line:

Bryan Crouch
Human Resources Professional, Administration Office
State Board of Indigents' Defense Services
bidrecruiter@sbids.org

Application Deadline: Applications will be considered on a rolling basis, position is open until filled.

Please be aware that if an offer of employment is made, actual employment is subject to pre-employment conditions, which include:

- Confirmation of licensure as an active attorney in good standing the State of Kansas, or successful admission to the Kansas Bar, prior to start date.
- Governor's salary approval.

Kansas Tax Clearance Certificate required:

Each applicant (even non-residents) applying for a State of Kansas job vacancy must obtain and submit a valid Kansas Tax Clearance Certificate within 10 days from the date of the offer letter to the hiring agency by accessing the Kansas Department of Revenue's website at <https://www.kdor.ks.gov/apps/taxclearance/default.aspx>. A Tax Clearance Certificate is a comprehensive tax account review to determine and ensure that an individual's account is compliant with all primary Kansas Tax Laws. A Tax Clearance expires every 90 days. This is in accordance with Executive Order 2004-03. If you need assistance with the tax clearance, please contact 785-296-3199 or by email at kdor_specialprojects@ks.gov.

How to Claim Veterans Preference:

Former military personnel or their spouse that have been verified as a "veteran"; under K.S.A. 73-201 will receive an interview if they meet the minimum competency factors of the position. The veterans' preference laws do not guarantee the veteran a job. Positions are filled with the best qualified candidate as determined by the hiring manager.

[Learn more about claiming Veteran's Preference](#)

Equal Employment Opportunity:

The State of Kansas is an Equal Opportunity Employer. We value diversity, equity, and inclusion as essential elements that create and foster a welcoming workplace. All qualified persons will be considered for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, political affiliation, disability or any other factor unrelated to the essential functions of the job.

If you wish to identify yourself as a qualified person with a disability under the Americans with Disabilities Act and would like to request an accommodation, please address the request to the agency recruiter.

Advertised by Kansas State Board of Indigents' Defense Services.