



OFFICE OF THE STATE PUBLIC DEFENDER

Advocating for the Constitutional Rights and Inherent Dignity of Our Clients

We're Hiring

We currently have vacancies for Deputy State Public Defenders (DSPD) in our Sacramento and Oakland Offices. Full and part time remote work is permitted, but all new hires must live in California.

About Us

The Office of the State Public Defender (OSPD) provides legal services to people without the financial means to employ private counsel. By legislative mandate, we focus our resources on direct appeal proceedings in death penalty cases. We also provide representation in some non-capital appeals. We are responsible for major developments in the areas of capital litigation, due process, right to counsel, confessions, jury selection, search and seizure, sentencing, and many other issues, and have an active amicus practice as part of our statutory mandate to engage in efforts "for the purpose of improving the quality of indigent defense."

The work of OSPD is complex and challenging and presents a unique personal and professional opportunity for those who choose a career in postconviction criminal defense.

Diversity

OSPD is proud of its diverse staff. Our inclusive culture improves the quality of our work lives and makes us better advocates for our clients. We are committed to recruiting, hiring, training, promoting, and supporting our employees regardless of age, ancestry, color, disability, exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical



condition, military or veteran status, national origin, political affiliation, race, religious creed, sex, and sexual orientation.

Benefits

Health Care

Generous healthcare benefits are available for and your family including

- Health, Dental, and Vision Insurance
- FlexElect Reimbursement Account
- Disability Insurance

Retirement & Savings

The state offers a variety of savings options and retirement plans:

- CalPERS Retirement Plan
- Savings Bonds
- Savings Plus Program (401k and 457b)
- Supplemental Contributions Plan

Leave

Most employees are entitled to a wide range of paid leave such as:

- Annual Leave
- Catastrophic Leave
- Jury Duty Leave
- Leave of Absence
- Bereavement Leave
- Mentoring Leave
- Military Leave
- Personal Holiday
- State Holidays
- Sick Leave
- Vacation
- Professional Development Days

Additional Attorney Benefits

- Payment of Bar Dues
- Telecommute Program



OFFICE OF THE STATE PUBLIC DEFENDER

Advocating for the Constitutional Rights and Inherent Dignity of Our Clients

The Hiring Process



Attorneys are hired in compliance with state civil service hiring procedures which ensures that

individuals are selected based on job-related qualifications. The selection process consists of three steps.

Step 1: THE "EXAM"

- Candidates must submit a state application (STD 678) and our Training & Experience Evaluation ([see the exam bulletin](#)). A candidate's submission will be reviewed to verify that the candidate meets the minimum qualifications for the position. After completing the exam, candidates will receive written notification of the results. Successful candidates are ranked and put on an employment eligibility list.

Step 2: THE APPLICATION

- Candidates who are successful in the exam process will obtain eligibility on the Deputy State Public Defender employment list and will be notified of the job vacancies once the job bulletin has been posted on the Calcareers website.
- Candidates on the employment eligibility list who wish to be considered for an open Deputy State Public Defender position can apply for the position by submitting a second state application (STD. 678) according to the procedures specified on a job bulletin that is posted after the exam process is complete.
- Candidates submit a writing sample and other written information that meets the requirements in the job advertisement.

- The candidate's knowledge, skills, and abilities, as described in the application and demonstrated in the writing sample, are scored.
- Selected candidates are then scheduled for an interview.

STEP 3: THE INTERVIEW

- Qualified applicants will interview with a panel of attorneys and caseworkers (paralegals), who will ask the candidate job-related questions specific to the position. There may be a written portion of the hiring interview.
- The panel will recommend the highest scoring candidates to the State Public Defender, who selects the best candidate for each position.

To submit your exam and application online, register for your Cal Careers account today at www.calcareers.ca.gov.



**Applications for the exam are due by:
July 1, 2022**

Have questions? Contact Twanna Moore at (916) 322-2676 or Twanna.Moore@ospd.ca.gov