

National Mitigation Coordinator Position Frequently Asked Questions

What is the salary?

This is a full-time salaried position. Salary is based on experience and location. Salary is commensurate with qualifications and experience. For example, with at least ten years of relevant general and specialized experience, the starting salary is at Grade 15, Step 1. The link below shows salary rates based on location:

<https://www.uscourts.gov/careers/compensation/judiciary-salary-plan-pay-rates>

Benefits include medical/dental/vision insurance, 401k plan contribution, life insurance, federal holidays and leave. Direct deposit of pay is required.

How much travel does the position require?

Travel falls into three main categories: two meetings per year at the Defender Services Office in Washington; multiple death penalty training programs organized by the Habeas Assistance and Training Counsel Project as well as other federal programs involving the mitigation function; and case consultations. The National Mitigation Coordinator is frequently invited to present in many federal programs. While attendance is not required, it may be valuable for identifying new speakers and topics for the substantive mitigation and mitigation-skills programs in which the National Mitigation Coordinator is directly involved through HAT.

How often does the National Mitigation Coordinator provide declarations and testimony?

The numbers vary from year to year. Live testimony is particularly varied, but has averaged about once a year. Most of the testimony is in federal habeas corpus cases (both § 2254 and § 2255), but an occasional pretrial case requires testimony about the complexity of mitigation investigation or the need for time or funding. Similarly, some declarations are relatively generic (about the breadth and scope of mitigation investigation, or the need for a mitigation specialist) while others involve a detailed review of what went wrong at trial. These declarations are requested by both CHUs and CJA-appointed counsel. They require review of penalty phase transcripts, pretrial mitigation work product, timekeeping records of trial counsel and the defense team, expert reports, etc.

What does it mean to be “hosted” by a federal defender organization?

There are two kinds of hosting: *administrative* and *physical*. The Indiana Federal Community Defender provides administrative hosting, which involves managing the NMC budget and approving specific travel. The physical location of the position can be anywhere in the country, so long as a federal defender organization is able and willing to provide space. The physical host thus provides the typical facilities of an office (including work station, telephone, fax, printers, copiers, scanners, and supplies). The physical host receives prorated compensation for overhead cost, paid out of the budget managed by the administrative host.