

Kansas State Board of Indigents' Defense Services

Open Position-Call for Applicants

Assistant Public Defender (Public Defender I) Trial Offices Statewide, KS

Assistant Public Defender (Public Defender I):

The Kansas State Board of Indigents' Defense Services is accepting applications for the position of Assistant Public Defender (Public Defender I) in trial offices across the state.

This position is an entry-level position for developing attorneys. Attorneys at this level perform legal work under the mentorship of more experienced attorneys within the office and are supervised by the office Chief Public Defender or designated Deputy Public Defender.

The Mission

The Board of Indigents' Defense Services, through its regional public defender offices and assigned counsel program, represents adults charged with felonies who cannot hire an attorney. By supporting and elevating public defense in the State of Kansas, BIDS empowers its team to provide relentless representation and collaborative, holistic advocacy in service of client-centered outcomes.

The Kansas State Board of Indigents' Defense Services (BIDS) is in the process of remaking its public defense model with a renewed emphasis on building public defense offices with an interdisciplinary team-based collaborative defense system that uses community connections and resources to better represent not just an individual's case, but the client as a whole.

We are looking for dynamic, client-centered advocates who are passionate about the importance of public defense and are interested in aiding our efforts to fundamentally rebuild our system and transform our offices into models of collaborative public defense practice.

Responsibilities and Qualifications

Attorneys will represent adults charged with criminal felonies who are deemed indigent and unable to afford to hire an attorney. Attorneys in this position are expected to develop fundamental trial skills and become proficient in managing all aspects of their caseload.

Attorneys must be able to respectfully and successfully work with clients, colleagues, opposing counsel, and the courts. Applicants must demonstrate compassion for our clients and a desire to zealously advocate on behalf of the poor. All attorneys in this position must be willing and able to treat our clients with dignity, and to offer our clients their honest advice and best defense.

Applicants must be a graduate, or anticipated graduate, of an accredited school of law. Applicants must also either be currently licensed to practice law in the State of Kansas, or their license in another state must be in good standing and they must be willing and able to seek admission to the Kansas bar immediately upon hire. We will accept applications from law student candidates prior to taking the bar exam.

Salary and Benefits

Compensation for this position (Public Defender I) starts at \$62,500.00 – \$65,000.00. Salary may vary depending upon experience or qualifications. We are happy to discuss salary 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

Application Materials Needed

- Cover letter
- Resume
- Writing sample
- List of three references
- If you are claiming Veteran's Preference, please also include your DD214.

Send resume, cover letter, writing sample, list of references, and DD214 (if applicable) by email to Tiffany Reed:

Tiffany Reed
Human Resources Director, Administration Office
State Board of Indigents' Defense Services
bidsrecruiter@sbids.org

When emailing application materials, please include “Assistant Public Defender Application” in your email subject line.

Applications will be considered on a rolling basis, and positions are open until filled.

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

- Successful admission to the Kansas Bar or confirmation of an active Kansas attorney license in good standing at the time of employment.
- 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.