



**JUSTICE MATTERS
IT'S YOUR RIGHT**

**FORMERLY
Queens Law
Associates**

Senior Staff Attorney

Founded in 1996, Queens Defenders is a leading Public Defender Organization providing high-quality, holistic representation for indigent community members in Queens, NY, New York City's most diverse borough and one of the most diverse locales in the world.

Our mission is to protect our clients from the far-reaching effects of prosecution through zealous advocacy and direct support services. We give life to our mission through our core values: a commitment to fostering an inclusive, diverse, and professional environment; relentless in our pursuit of justice; unwavering in our commitment to excellence in the courtroom and in the community; client-centered and holistic in our representation, advocacy, and support services; respectful of the individuals with whom we interact.

At Queens Defenders, dedicated teams of criminal defense attorneys, immigration lawyers, social workers, investigators, and client-support specialists come together to tirelessly champion justice for each and every client. Our highly skilled staff of 290, serves and positively impacts the lives of thousands of individuals annually through this collaborative and supportive approach.

Job Description

Queens Defenders is seeking an attorney with criminal law experience who is admitted to the New York State Bar or can be admitted through reciprocity. The candidate will possess a demonstrable background in criminal justice or public interest work, and a commitment to the mission of Queens Defenders. We are seeking individuals with strong self-motivation, critical thinking abilities, exceptional time management skills, and the ability to collaborate with and mentor co-workers. The ideal candidate will possess the ability to work effectively both independently and as part of a team, while demonstrating excellent communication and interpersonal skills. A commitment to producing high-quality work in a timely manner is essential. Familiarity with relevant criminal litigation practices, as well as previous hearing and trial experience is required.

Essential Duties/Responsibilities

- Represent people facing criminal charges through every stage of the case from arraignment through final disposition, including hearings, trials, and plea negotiations,
- Develop appropriate case strategies through client interviews and continued communication, analyzing of the facts and relevant law, and collaboration with fellow team members,
- Represent clients at arraignments including client interviews, bail applications at arraignments, assist family members with matters related to posting bail, and follow up with appropriate referrals, file bail writs and further advocacy for client's release,
- Conduct any preliminary hearings, Crawford hearings, suppression hearings, and other pretrial hearings, and trials,
- Research relevant law for effective representation,
- Collaborate on necessary advocacy strategy, facts, and law with supervising attorneys during case reviews,
- Collaborate with junior staff attorneys on necessary advocacy strategy, facts, and law,
- Second seat junior staff attorneys' hearings and trials when necessary,
- Collaborate with social workers, immigration attorneys, and others to assist in addressing client needs beyond the criminal case,
- Submit referrals for immigration, investigation, social work services and/or community-based programming as needed,
- Gather necessary information to determine appropriate advocacy and litigation strategy,
- Review discovery materials to challenge certificates of discovery compliance, to contest statements of readiness, to obtain all disclosures under discovery law, and to develop litigation strategy,
- Coordinate the Preparation of mitigation materials to advocate for diversion courts in connection with community-based programs or to advocate for sentencing,
- Addressing any collateral consequences of pleas with clients,
- File appropriate notices of appeal and coordinate with appellate counsel,
- Remain up to date on any changes to the relevant law, and
- Other duties as assigned.

Training

- Guidance by our Director of Training, supervisors, and senior attorneys with decades of criminal defense experience,
- Focus on areas of practice that require specialized knowledge,
- Continued legal education with CLE credit given by our directors, supervisors, and senior attorneys as well as outside presenters,
- Diversity and inclusion education,
- Professional growth and development trainings and opportunities, and
- In-house trial advocacy skills seminars.

Qualifications/Skills

- Admission to New York State Bar (or the ability to be admitted through reciprocity),
- 3+ years of criminal litigation experience,
- Jury trials to verdict as either first or second chair,
- Conducted Suppression Hearings,
- Ability to mentor staff attorneys and co-workers,
- Ability to work in a fast-paced environment and remain calm under pressure,
- Demonstrated commitment to public interest or pro bono work, and
- NY City metro area residence (at start of employment).

Job Type: Full Time

Salary: \$81,182.41 - \$126,512.64 per year

Benefits:

- Health/Dental/Vision
- 401(k)
- Generous Paid time off
- Parental Leave
- Disability insurance
- FSA and HSA
- Work from home available
- Life insurance

Higher Education and Loan Forgiveness

Queens Defenders is a qualified employer for the purposes of the Public Service Loan Forgiveness. This position allows an employee to take advantage of PSLF and other State and Federal loan forgiveness programs.

Additionally, employees who are New York residents may be eligible for assistance from New York state to assist with loan repayments, depending on years of practice.

<https://studentaid.gov/>

<https://www.hesc.ny.gov/loan-forgiveness-programs.html>

Commitment to Diversity, Equity, and Inclusion

Queens Defenders values diversity and believes that a diverse staff is best placed to represent our borough, which derives its beauty from being one of the most diverse locales in the world. To best serve our clientele, model the place in which we practice, and to cultivate the best environment possible, we welcome applicants of diverse backgrounds, thoughts, perspectives, and experiences. We also provide all staff members with professional development and advancement opportunities because the more diverse and inclusive we are the more collaborative and supportive we are. For more information about our office generally, please visit our website at www.queensdefenders.org.

COVID Vaccination

Because Queens Defenders operates under a contract with the City of New York all employees are required to be vaccinated against Covid-19 unless they qualify for a medical exemption. We also remain committed to protecting our employees from Covid and take the necessary precautions to ensure the health and safety of our employees.

How to Apply

Apply online at queensdefenders.org/careers or submit cover letter and resume by emailing them to Christopher Whitehair, Director of Recruitment and Hiring at cwhitehair@queensdefenders.org with the subject line "Senior Staff Attorney Application."

QD is an equal opportunity employer committed to building a culturally diverse staff and fostering an inclusive working environment. We seek to hire staff that reflect the full range of racial, ethnic, cultural, and socioeconomic identities of the communities we represent so that we better serve our clients, understand their diverse circumstances, and meet their needs. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, age, national origin, or protected veteran status and will not be discriminated against based on disability.