



Victoria County, TX

<u>Position Title:</u>	Felony Public Defender	<u>Effective Date:</u>	May 2024
<u>Department:</u>	Crossroads Defenders (CxD)	<u>Status:</u>	FT, Exempt, In-Person
<u>Pay:</u>	\$100,000 to \$111,000 (depending on experience) + Full County Benefits	<u>Apply:</u>	Email Resume and Cover Letter to bw@cxdtx.org

CROSSROADS DEFENDERS

The Crossroads Regional Public Defender's Office, a.k.a. Crossroads Defenders (CxD), is a new, holistic defender office serving Victoria, Jackson, Lavaca, and Refugio Counties. CxD represents indigent clients in criminal cases ranging from Juvenile Offenses through Non-Capital Felonies. Crossroads Defenders aims to become a model office for rural defense in Texas. The office will leverage cutting-edge technology, training, and techniques to provide the strongest possible advocacy for our clients. Additionally, the office will provide wrap-around services for clients to assist them with employment, mental health, substance abuse, housing, and immigration issues.

Our Felony Defenders will lead the charge in the courtroom, setting a standard of excellence for indigent criminal defense. Felony Defenders must live or be willing to relocate within the region. This position provides a full range of legal services to indigent defendants in the assigned felony, juvenile and misdemeanor courts. Primary responsibility to handle felony cases. Additional responsibilities to assist in mental health dockets, misdemeanor cases, juvenile cases, trial preparation and trials, and appeals as directed.

VICTORIA, TEXAS

Victoria, Texas, is a jewel in the Texas Coastal Bend region, where past and present are perfect neighbors. Victoria offers a perfect blend of big city amenities while maintaining small-town charm. The city boasts a deep history, plentiful outdoor recreation, and a thriving arts and entertainment scene. Victoria also features diverse culinary options, a strong economy driven by healthcare, education, and manufacturing, and an affordable housing market. The city is served by top-rated schools in the Victoria Independent School District. With Houston, Austin, and San Antonio just a two-hour drive away, Victoria is truly the crossroads of Texas. For those seeking a high quality of life, rich history, and abundant opportunities, Victoria, Texas, is the perfect place to call home.

["Past. Present. Future. A Reflection of Victoria's 200 Years."](#)

[Explore Victoria Texas](#)

JOB SUMMARY

A Felony Public Defender at Crossroads Defenders (CxD) is responsible for providing high-quality legal representation to indigent clients facing non-capital felony charges. The Felony Public Defender will manage a caseload of felony cases, conduct thorough investigations, develop effective defense strategies, and zealously advocate for clients in court proceedings. This position requires strong trial skills, excellent communication abilities, and a deep commitment to protecting the rights of the accused. The Felony Public Defender will work collaboratively with the CxD team, including investigators, social workers, and support staff, to provide holistic, client-centered representation. The ideal candidate will have a passion for justice, a dedication to serving poor communities, and the ability to thrive in a fast-paced, challenging environment.

ESSENTIAL JOB DUTIES

1. Ability to review new cases assigned to CxD.
2. Ability to prepare cases for representation in court.
3. Ability to meet with defendants and effectively explain legal issues.
4. Ability to routinely make jail visits for incarcerated defendants.
5. Negotiates plea arrangements with counsel for the state.
6. Prepares, files and represents clients in pretrial motions and hearings.
7. Consults with clients regarding legal process and preparation for trial when necessary.
8. Prepares cases and witnesses for trial.
9. Represents the client in bench and jury trials.
10. Prepare and file appellate briefs and appear in appellate courts if necessary.
11. Performs all other duties as assigned.
12. Ability to regularly and reliably travel to court in outlying jurisdictions (mileage reimbursed).
13. Understands that CxD is a fledgling office, and assigned tasks will vary and may evolve with the office. Flexibility is required.

EDUCATION AND EXPERIENCE

1. Juris Doctor (J.D.).
2. Skilled trial attorney, with a demonstrated track record of resolving felony cases.

3. Capable of exercising sound legal analysis and judgment.
4. Skilled in oral and written communications.
5. Three years criminal law experience preferred.
6. Jury trial experience preferred.
7. Able to establish and maintain good working relationships with clients, court personnel, and co-workers.
8. Must possess the skill and ability to manage a demanding and diverse caseload assigned from the Chief Defender.

LICENSES, CERTIFICATIONS, OR REGISTRATIONS

1. Licensed to practice law in the State of Texas (or immediately eligible to obtain licensure).
2. Valid Texas driver's license and reliable motor vehicle.

KNOWLEDGE, SKILLS, AND ABILITIES

- Sufficient familiarity with Texas Criminal Law and Procedure.
- Experience working with diverse populations.
- Full proficiency with modern technology.
- Candidates should be comfortable using email, text messaging, presentation software, Microsoft Office, and legal research programs.

WORKING CONDITIONS

The characteristics listed below are representative of the physical demands, physical agility, sensory requirements, and environmental exposures required by an individual to successfully perform the essential duties of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties.

- Employees sit most of the time but may walk or stand for periods of time.
- This is light duty work requiring some physical agility such as: climbing, stooping, kneeling, crouching, crawling, reaching, pushing, pulling, repetitive motions and manual dexterity.
- Sensory requirements include standard vision requirements, ability to convey detailed or important instructions to others accurately, loudly or quickly, and standard hearing requirements - hear information at normal spoken word levels.
- Please note that the position requires visiting incarcerated clients at both County Jails, and occasionally Prison units.
- Position may also require visits to crime scenes, businesses, and private residences that are not under County Control.

Physical Exertion (Pounds)	
Up to 10	Occasionally
Up to 25	Occasionally
Up to 50	Seldom or never
Up to 100	Seldom or never
100 or more	Seldom or never

Environmental Exposures	
Work near moving mechanical parts	Seldom or never
Work in high, precarious places	Seldom or never
Toxic or caustic chemicals	Seldom or never
Outdoor weather conditions	Seldom or never
Extreme Cold, non-weather	Seldom or never
Extreme Heat, non-weather	Seldom or never
Noise Level	Quiet

The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.

BENEFITS

In addition to a competitive and stable County Salary, full-time employees will receive full Victoria County Benefits including

- Low cost health, dental, and vision insurance.
- Prescription drug coverage and optional FSA.
- Enrollment in the Texas County and District Retirement System with a guaranteed 7% rate of return, 2x match, and a lifetime benefit after the vesting period.
- Tuition Assistance
- Discounted membership to Citizens HealthPlex Gym and Spa
- Optional Group Rates for Term Life, AD&D, and Disability Policies.

EQUAL OPPORTUNITY EMPLOYER

Victoria County, and Crossroads Defenders, is an Equal Opportunity Employer committed to creating a strong and welcoming workplace. We encourage applications from qualified individuals of all backgrounds. Crossroads Defenders believes that an intellectually and experientially diverse team enhances our ability to provide the highest quality of legal representation to our clients and community. We strive to create an

environment where all employees feel valued, respected, and supported in their professional growth. We welcome and celebrate the unique perspectives and experiences that each individual brings to our team.

<https://www.vctx.org/page/employment>

Please email resume and cover letter: Attn: Brian Watson bw@cxdtx.org

Tags: Criminal defense attorney, criminal defense lawyer, trial attorney, trial lawyer, criminal trial attorney, criminal law, criminal justice, indigent defense, legal aid, defense, defense counsel, courtroom experience, litigation experience, criminal proceedings, plea bargaining, sentencing, appeals, constitutional law, evidence, criminal procedure, jury trials, bench trials, felony charges, misdemeanor charges, DUI defense, violent crimes, drug crimes, white-collar crimes