



Staff Attorneys for Operation Lone Star Defense Program

(remote, Texas-based position)

POSITION: Staff Attorney
DEPARTMENT: Legal
REPORTS TO: Training Director; Legal Director
FLSA STATUS: Exempt

Over the past three years, the State has arrested over ten thousand people near the Texas-Mexico border and charged them with crimes under Operation Lone Star. Most individuals are charged with misdemeanor trespass or felony smuggling of persons. Lone Star Defenders Office is the indigent defense hub for the operation, and our goal is to ensure that all individuals charged as part of the program receive the client-oriented, high-quality representation that they deserve. As part of that effort, we are looking to hire up to four full-time Staff Attorneys to join our team. Everyone on the team is remote but must be a Texas resident.

Each Staff Attorney will be responsible for a full caseload of misdemeanors and/or felonies, depending on interest and experience. Attorneys who start with misdemeanors will have the chance to shift to felonies later. Misdemeanor court is fully remote with occasional travel required. Felony court is mostly in-person and requires travel to the border (typically once or twice a month). LSDO provides attorneys with interpreter, investigative, and client advocacy support services.

We are looking for individuals with a passion for criminal defense. We want people who genuinely care about fighting for their clients. We are also looking for individuals who want to grow and improve as lawyers. These positions will come with a significant amount of training and close supervision. We will prioritize helping you grow as a lawyer, and we want people who will thrive in that sort of environment.

We'd like to fill this position as soon as possible with an expected start date in early to mid-September 2024. This is a state grant-funded position.

REQUIREMENTS & EXPECTATIONS

- A Texas law license in good standing is required.
- At least two years of legal experience, particularly in criminal defense, is strongly preferred.
- Demonstrated commitment to criminal and immigration justice.
- Strong organizational, administrative and time-management skills.
- Excellent research and writing, oral advocacy, and client communication skills.
- Spanish-language fluency encouraged to apply.
- This is a remote position, but you must be based in Texas. Occasional night and weekend work will be necessary.

COMPENSATION

- Salary ranges from \$85,000 to \$100,000 commensurate with experience.
- We offer good benefits and a supportive work environment.

For more information, visit www.olsdefense.org/getinvolved

To apply, send a resume, cover letter, writing sample, and a list of three references to jobs@lsdefense.org

LSDO is committed to equal opportunity in the workplace. All applicants—regardless of race, ethnicity, national origin, gender identity, sexual orientation, religion, disability, or age—are encouraged to apply.