



State of Colorado

Office of the Alternate Defense

Lindy Frolich, Director

www.coloradoadc.org

1300 Broadway, #330
Denver, Colorado 80203
Phone: 720-994-2840

POSTCONVICTION UNIT STAFF ATTORNEY

The Office of the Alternate Defense Counsel (OADC) seeks a mid-level Staff Attorney for OADC's new Postconviction Unit (PCU). This dedicated advocate will be committed to postconviction representation, holistic team-oriented defense, equity, diversity, inclusion, and social justice reform.

About Us:

The OADC is the legislatively created state agency responsible for providing client services and legal representation for indigent individuals (adults and youth) when the state has charged them with a criminal or delinquent act, and the state public defender's office has a conflict of interest. Our fundamental belief is that good holistic legal defense teams produce good results for our clients.

Mission Statement:

Through the practice of holistic public defense, the OADC seeks to help individuals charged and/or convicted of criminal and delinquent offenses. The OADC's holistic representation model fosters ethical, informed, and standard-driven best practices in public defense. The OADC allocates resources in a manner intentionally designed to rebalance the disparate power wielded by the government in the criminal legal system. The OADC advocates for every client's inherent worth and dignity by centering the client's lived experiences and voice to achieve the best legal outcome.

The OADC is dedicated to zealous, client-centered advocacy rooted in social justice, integrity, and humility. We recognize that we are working within a broken and racist criminal legal system. Public defense advocates play an essential role in challenging bias and disparity within the courtroom, within our offices, and within ourselves. Statistical data and experiences support that there is a disparate presence of violent policing, over-

charging, and harsher sentencing outcomes for Colorado's people of color and other vulnerable populations. The OADC is unwavering in its support of decarceration, the decriminalization of youth, and equity within the criminal legal system.

About the Job:

The PCU provides direct representation to indigent criminal clients pursuing claims under Crim. P. Rule 35(c) and 35(a), where the OSPD has declared a conflict of interest. The unit operates independently within the agency structure.

PCU Staff Attorneys work on interdisciplinary teams representing clients across Colorado in postconviction matters. Essential job functions will include:

- Reviewing extensive trial and appellate records to identify avenues for additional investigation, constitutional violations, and ineffective representation;
- Leading an interdisciplinary team investigation regarding any fact and mitigation patterns that were previously missed or underdeveloped (which may include investigating the facts of the underlying offenses, the circumstances of the trial and sentencing proceedings, the client's personal and family history, and any other relevant cultural and sociological factors impacting the client);
- Working with team members to identify, vet, and collaborate with experts in relevant fields, including forensics, mental health, trauma, legal standards of practice, and other specialized areas of expertise needed to assess both old and new avenues of argument in support of client's case;
- Conducting and participating in case reviews and team meetings to ensure comprehensive legal representation;
- Researching and writing substantive pleadings, petitions, and briefs based on state and federal case law; and
- Litigating those claims in evidentiary hearings.

This position is hybrid, with occasional on-site requirements at the Denver office as needed.

About You:

Our ideal candidate is passionate about team-oriented, holistic indigent defense and zealous in their commitment to providing excellent postconviction representation to our clients.

There is a preference for those who have:

- A Colorado law license or eligibility for admission to the Colorado State Bar through comity or bar examination;
- At least two years of experience in criminal defense, appellate, or postconviction work;
- Exceptional writing skills with a demonstrated ability to craft clear, compelling, and well-organized arguments;
- Strong analytical abilities, attention to factual and legal detail, and legal research skills;
- Competency in identifying issues during each stage of the prior proceedings, including trial, appellate, and postconviction proceedings;
- Effective and persuasive communication skills – both written and verbal;
- Ability to develop a robust, cohesive defense strategy with an interdisciplinary team (including social workers, investigators, paralegals, and experts) and foster collaboration through constructive communication, mutual respect, and appreciation for team members' different skills and expertise;
- Capacity to work independently and manage time effectively with or without court deadlines;
- Ability to develop trust and rapport with clients from a variety of different backgrounds, utilizing client-centered best practices in their defense; and
- Resilience and commitment to representing clients, convicted of serious felonies, through extended, challenging legal proceedings.

It is also helpful, but not necessary, to possess subject matter knowledge and expertise in:

- Ineffective assistance of counsel claims;
- DNA, other forensic evidence, and junk science frequently relied upon by the State;
- Developing investigative plans, interviewing witnesses, and obtaining records;
- Complex multi-year litigation criminal cases; and
- The importance of cohesive, in-depth mitigation.

If you are offered employment, the following are the conditions of employment:

- Be a current resident of the State of Colorado or become a resident of the State of Colorado within 30 days of the hire date;
- Be currently licensed to practice law in the State of Colorado or can be licensed to practice law in the State of Colorado within 90 days of the hire date;
- Be willing to submit to a routine background investigation, including a criminal history check; and
- If hired, the Immigration Reform and Control Act requires you to provide proof of your eligibility to work in the United States within three workdays.

How to Apply:

In the online application, you must provide a resume, a cover letter, an original writing sample, and answer several questions. You may also upload two letters of recommendation. Please complete the online application at the link below by **11:59 pm on June 09, 2025**.

<https://fs2.formsite.com/OADC/kfkan8uwmh/index>

Once you submit your application, you will receive an automatic email from Formsite. Please add noreply@fs2.formsite.com as a safe sender. If you cannot find this email, please look in your spam/junk folder. Late or incomplete applications will not be considered. Faxed, mailed, or emailed applications will not be accepted. **Please direct any additional inquiries or questions to pcuattorneyjob@coloradoadc.com.**

The State of Colorado is committed to providing employees with a comprehensive and competitive benefits package that supports you, your health, and your family. Click [here](#) for further information about State of Colorado Employee Benefits. In addition to benefits offered by the State of Colorado, there is a gym located in the Ralph Carr Building for use by OADC employees, you will receive an RTD pass, a cell phone stipend each month, and a flexible work schedule.

Salary Range:	\$84,408 - \$101,316
FLSA Status:	Exempt
Location:	Colorado

The Office of the Alternate Defense Counsel is an equal opportunity employer that is committed to diversity and inclusion in the workplace. We do not discriminate on the basis of race, ethnicity, age, religion, social class, national origin, marital or parental status, pregnancy, disability status, sexual orientation, gender, gender identity or expression, veteran status, or political affiliation. **We are committed to fostering a culture of inclusion and an environment of representative diversity, and encourage individuals of many identities, backgrounds, and experiences to apply.**

To request accommodation, please contact Juanise Cornell at peopleadvocate@coloradoadc.com or (720) 994-2840 as soon as possible. Any person with a disability as defined by the Americans with Disabilities Act (ADA) may be provided a reasonable accommodation upon request to enable the person to participate in the hiring process. The person making the request may be asked to provide additional information regarding functional limitations and the type of accommodation needed, which will be kept confidential. Advance preparation may be required, so timely requests for accommodation are appreciated.