



State of Colorado Office of the Alternate Defense

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MUNICIPAL COURT INNOVATIONS COORDINATOR

Are you passionate about improving access to justice for people impacted by Colorado's Municipal Courts? Do you believe that holistic, team-oriented representation is essential for all people accused of criminal and delinquent acts? If so, this is a great opportunity for you to make a difference in your community, and become part of a dynamic, client-centered, dedicated team at the OADC!

The Office of the Alternate Defense Counsel (OADC) is looking for a Municipal Court Innovations Coordinator FTE (Full Time Employee) who is passionate about leading, developing, and maintaining innovative approaches to serving those charged and the attorneys who represent them in Municipal Courts. The Innovations Coordinator manages and maintains two programs within the Office of the Alternate Defense Counsel: The Municipal Court Program (MCP) and the Municipal Court-Appointed Counsel Program (MCCP).

The OADC is committed to building a culturally diverse staff and strongly encourages people historically underrepresented in the practice of law to apply. The OADC seeks candidates who will join us in our mission of providing programming and development that engenders compassionate, competent, zealous, and client-centered representation to all OADC clients.

About Us:

The Office of the Alternate Defense Counsel (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. Additionally, with respect to municipal courts, the OADC evaluates participating attorneys for independence and competence and contracts with municipalities to provide court-appointed counsel. The OADC accomplishes this by contracting with over 400 private attorneys and another 500 legal service providers (social workers, paralegals, investigators, legal researchers, case assistants, legal interns, resource advocates, etc.) to provide client services on an hourly basis. Our fundamental belief is that holistic legal defense teams produce good results for our clients.

Mission Statement:

The mission of the Office of the Alternate Defense Counsel (OADC), through the practice of holistic public defense, is to help adults and children who the government has charged with criminal and delinquent offenses. The OADC's holistic practice 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. 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 Municipal Court Innovations Coordinator will ensure that eligible clients charged with a municipal ordinance violation that carries any possibility of incarceration are represented by independent and constitutionally competent counsel. Also, the Innovations Coordinator will develop collaborative working relationships with municipal court staff and court-appointed counsel and their teams and present informational and educational workshops to various stakeholders. The Innovations Coordinator will provide and coordinate training and ensure the availability of beneficial resources to court-appointed counsel.

The controlling statute is [C.R.S. § 13-10-114.5](#). The duties from the statute compel the Innovations Coordinator to ensure the independence and competence of court-appointed counsel in municipal courts that have requested such evaluation services. To do this, the Innovations Coordinator:

- Reviews each municipal court to ensure court-appointed counsel is free from judicial and political influence;
- Evaluates those counsel at least once every three years through court observations, evaluation of pleadings, review of court and billing records, solicitation of feedback from third parties and review of other relevant activities; and
- Develops collaborative working relationships with court officials to obtain input relevant to court-appointed counsel evaluations.

The Innovations Coordinator also oversees the application and interview process for attorneys applying to represent eligible clients in municipal courts that have contracted with the OADC pursuant to [C.R.S. § 21-2-103\(1\)\(c\)](#).

The Innovations Coordinator will research and analyze relevant criminal law, including case law, statutes, ordinances, social science research, implementation of multidisciplinary teamwork, and other practice areas related to municipal defense to further support court-appointed counsel and their teams. To do this, the Innovations Coordinator will need to understand and make attorneys aware of new case law, statutory changes, ethical issues, and professional responsibility rules affecting municipal defense.

Additionally, the Innovations Coordinator will encourage connections between attorneys and contract forensic social workers and clinical advocates, resource advocates, investigators, paralegals, and other necessary contractors. In reviewing social science research that affects municipal defense, the Innovations Coordinator will assist attorneys in incorporating relevant research into their representation. Through training around holistic defense and multidisciplinary teamwork, contract attorneys will be encouraged to incorporate evidence-based practices and research into municipal defense to increase efficiency and improve outcomes for indigent municipal court clients. The Innovations Coordinator will also create and make available to attorneys municipal defense resources to improve their practice and act as a conduit to connect attorneys.

Lastly, the Innovations Coordinator coordinates with contractors around case strategy, client relationships, defense teams, connection to resources, ethical questions, and technology. The Innovations Coordinator will also need to travel to multiple municipalities to meet with defense team contractors and court personnel. By collaborating with other stakeholders and organizations, the Innovations Coordinator can help to efficiently address common issues. The Innovations Coordinator is involved in Agency budget preparation and legislative efforts affecting municipal courts. The Innovations Coordinator will assist in the creation and distribution of training for contractors, court-appointed counsel, and court staff and attend meetings and trainings as required.

Other duties deemed necessary to help fulfill our Mission.

The OADC is a collaborative workspace designed for people who thrive in a team environment. This position reports to the Deputy Director and will engage with all members of the OADC team.

About You:

Our ideal candidate will be passionate about team-oriented, holistic public defense and zealous in their commitment to equity, diversity, inclusion, and empathy.

In addition, the *ideal* candidate will have the following:

- Five years of experience practicing law in the criminal legal system (trial, appellate or postconviction) with municipal court experience preferred;
- Program development and supervisory experience encouraged;
- Training, mentoring, and teaching experience;
- Be creative, self-motivated, and able to work in a decentralized environment without close supervision;
- The ability to work remotely, in an office setting, and travel throughout Colorado;
- Strong communication and interpersonal skills;
- Excellent organizational and technological skills.

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;
- Have a valid driver's license and a vehicle to meet travel requirements;
- Be willing to submit to a routine background investigation, including a criminal history check;
- 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.

You will be required to provide three references in addition to the following documents:

- Resume – *Required*
- Cover letter – *Highly preferred*
- Letter(s) of Reference – *Highly preferred*

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.

How to Apply:

Complete the online application at the link below by **5 pm on January 15, 2023**. Please add noreply@fs2.formsite.com as a safe sender. Once you submit your application, you will receive an automatic email from Formsite. Please look in your spam/junk folder if you do not see this email.

<https://fs2.formsite.com/OADC/iiszwukrva/index.html>

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 jobs@coloradoadc.com.

Job Code:	RE3010
Monthly Salary Range:	\$9,577-\$11,420
Annual Salary Range:	\$114,924-\$137,040
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 representation diversity and we encourage individuals of many identities, backgrounds, and experiences to apply.**

To request accommodation, please contact Daniel Nunez at daniel@coloroadc.com or (303) 515-6924 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. Preparation may be required, so timely requests for accommodation are appreciated.