



State of Colorado

Office of the Alternate Defense Counsel

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GENERAL SUMMARY

The Office of the Alternate Defense Counsel offers an exciting opportunity for skilled Licensed Social Workers (LSW) and Licensed Clinical Social Workers (LCSW) to engage as independently contracted members of the criminal defense team representing indigent clients. Candidates will possess a strong orientation towards social justice and indigent criminal defense with an emphasis on juvenile delinquency and children charged as adults. While clinical supervision and training are offered, exceptional candidates will be self-motivated and possess strong organizational skills. Candidates will practice at the clinical and macro-level of the juvenile and adult justice system, engaging with clients and their families to offer the best legal defense.

AGENCY MISSION

The mission of the Office of the Alternate Defense Counsel is to provide indigent individuals (adults and children) charged with crimes with the best legal representation possible. This representation must uphold the federal and state constitutional and statutory mandates, ethical rules and nationwide standards of practice for defense lawyers. As a state agency, the OADC strives to achieve this mission by balancing the obligation to the criminally accused and the taxpayers of the State of Colorado. The OADC is committed to insuring that indigent defendants receive the best legal services available.

PRIMARY DUTIES AND RESPONSIBILITIES

- Conducts work as a member of the defense team while adhering to the Colorado Rules of Professional Conduct regarding client-attorney privilege and confidentiality.
- Assists the attorney/client team with the identification and collection of mitigation evidence to support mitigation themes, and advocates for alternative sentencing options when appropriate. May assist in plea negotiations at the direction of the attorney.
- Identifies, locates, and interviews in person individuals relevant to mitigation in a culturally competent manner and identifies and analyzes relevant records pertaining to mitigation.
- Compiles a comprehensive well-documented bio-psychosocial history for presentation to the defense team, experts, district attorneys, court or jury, treatment providers or others as appropriate.
- Assists the legal team in identifying and understanding major mental illness, intellectual and developmental disability, substance use issues, individual and transgenerational trauma, and neurological issues resulting from congenital or traumatic brain injury.
- Summarizes and provides experts with legal, medical, psychological, educational, and institutional records, at the direction of the attorney, to highlight relevant information for their review.
- Analyzes all relevant information and consults with the attorney on theories of mitigation and theory of defense to assist in presenting a comprehensive and cohesive case.
- May assist in crisis intervention or risk assessment with approval or direction from the attorney.
- May include overnight travel.

QUALIFICATIONS

- Masters degree in Social Work from an accredited college or university. Candidates must have a License in Social Work (LSW) or obtain it within 90 days of hiring. Candidates must maintain licensure and complete Continuing Professional Development requirements
- Must have a valid driver's license, proof of insurance, and access to a working vehicle
- Must be willing to work non-traditional work hours

SKILLS DESIRED AT ENTRY

- Applying theories and practices of social work practice
- Ability to assess implications of physical, mental health, substance use issues, and neurological conditions on development across the lifespan
- Experience providing direct services to court-involved and/or incarcerated young people
- Ability to establish effective working relationships with clients, families, witnesses, court and institutional personnel, experts, and colleagues.
- Motivational, strengths-based interviewing skills with the ability to elicit often embarrassing and sensitive details from clients and witnesses
- Excellent written and oral advocacy skills
- Ability to work in a multidisciplinary legal team
- Self-directed organizational and time-management skills with the ability to meet sometimes short deadlines.
- Familiarity of the juvenile and criminal justice systems
- Knowledge of adolescent development and trauma
- Empathy to the needs and histories of men and women with criminal records
- Ability to function under institutional pressure in detention centers and prisons
- Ability to coordinate complex services involving multiple barriers
- Ability to understand the complexities of client-attorney privilege and confidentiality
- High level of initiative, enthusiasm, motivation, and professionalism
- Professional curiosity and interest in furthering professional training and education
- Proficiency in standard software applications such as Word, Excel, Acrobat, and Power Point; internet access and email required.
- Bilingual proficiency in English/Spanish desired

BENEFITS AND COMPENSATION

This is a contract position that pays an hourly rate of \$41/hour, with the potential for increase based on skills, experience and licensure. In addition, contractors will be reimbursed for mileage at the state rate of .48 per mile. Contractors are expected to submit timely and accurate billing to the Office of the Alternate Defense Counsel. No benefits are offered.

QUESTIONS?

Please contact Kevin Bishop at 303-515-6929 or kevin@coloradoadc.com for more information or to apply.