



EMPLOYMENT OPPORTUNITY

People of color, women, individuals with disabilities, veterans, and adults of all ages are strongly encouraged to apply. An equal opportunity employer. [Apply online](http://www.hr.MarinCounty.gov/jobs) (www.hr.MarinCounty.gov/jobs)

DEPUTY PUBLIC DEFENDER II

OFFICE OF THE PUBLIC DEFENDER

RECRUITMENT CLOSING DATE: Sunday, May 31, 2026 at 11:59 pm PST

SALARY: \$148,304 - \$180,378 / Annually

*The salary shown above does not reflect a 4% cost of living adjustment effective July 2026.

Recruitment # 2532-26-05

ABOUT US:

At the County of Marin, our employees overwhelmingly report feeling their work is meaningful, they like the work they do, and they are proud to tell people “I work for the County of Marin.” Discover more about us, our values and our organizational culture on the [Department of Human Resources website](#). Read on to find out more about this opportunity.

The Marin County Public Defender’s Office strives to provide effective and innovative legal services by protecting the constitutional rights of clients while treating them with respect and encouraging them to lead productive and positive lives.



ABOUT THE POSITION:

The Deputy Public Defender II performs legal defense work for clients needing publicly assisted representation in criminal, juvenile, or civil cases accepted by the Public Defender. Incumbents at this level exercise considerable independent judgment and initiative in all areas of defense work and are responsible for performing legal research, drafting legal documents, and thoroughly preparing assigned cases and clients for trial. Deputy Public Defenders at this level appear in court daily in both felony and misdemeanor cases in all court levels. The incumbent may provide direction to lower level attorneys as needed. The general duties and minimum requirements of this position are further described in the [class specifications](#).

There are currently two (2) full-time regular hire vacancies and one (1) full-time regular hire fixed term vacancy.

The fixed term position is budgeted for approximately three (3) years. However, there may be opportunities for the hired individual during this time-period to move to a regular, ongoing position as other vacancies or promotional opportunities occur, or the position may be funded and convert to an ongoing position. Fixed-term employment ends when the position's funding finishes, or the work is completed. Employees in these positions are exempt from the County's policies regarding lay-off order and reduction-in-force rights.

The Public Defender's Office has embraced a **hybrid work schedule** that considers that some duties of this position may be performed remotely. However, the successful candidate must be able to report to County facilities for meetings, work assignments, and/or disaster service work upon short notice, as needed and deemed appropriate. During the initial probationary period, the successful candidate may be required to work primarily onsite before establishing a hybrid work schedule.

ABOUT YOU:

Our Highly Qualified Candidate: The ideal candidate has experience providing legal defense for clients needing representation in criminal, juvenile and/or civil cases. The candidate has tried cases in superior court and has knowledge of complex immigration issues related to criminal cases. The ideal candidate values and accepts new challenges and assignments. The candidate has the ability to work independently and serve as a member of a team, working respectfully and collaboratively while developing positive working relationships with colleagues and staff, as well as representatives from partnering public safety and community agencies and organizations. In addition, the ideal candidate is an active member of and engaged with his/her community. Spanish language proficiency is highly desirable.

QUALIFICATIONS

Knowledge of:

- Principles of criminal and juvenile law and aspects of civil law related to Public Defender work.
- Trial and hearing procedures and rules of evidence, procedure, and substantive law.
- Legal research methods commensurate with the level of experience of the class.
- State and local laws and ordinances.
- Standard legal office practices and procedures; and computer applications related to the work.
- The duties, powers and limitation of the Public Defender's Office.

Ability to:

- Interview a variety of individuals and solicit needed information to determine facts and circumstances.
- Analyze cases and apply legal principles.
- Present statements of law clearly and logically in written and verbal form using sound judgment within established legal, policy and procedural guidelines.
- Prepare clear, concise, accurate and effective legal, policy and procedural guidelines.
- Communicate logically and effectively with a diverse group of clients, witnesses, judges, law enforcement officials, other attorneys and employees of various agencies and departments while demonstrating patience, tact, courtesy and compassion.
- Establish and maintain effective working relationships with those contacted in the course of work.
- Recognize and evaluate approaches to situations of a potentially sensitive nature.
- Analyze legal principles and precedents and to apply them to complex factual legal problems.
- Keep detailed and accurate records; compose and disseminate correspondence as required.

MINIMUM QUALIFICATIONS

One (1) year of progressively responsible experience as a Deputy Public Defender or an equivalent combination of training and experience.

Certificates and Licenses:

Current active membership in the State Bar of California.

IMPORTANT INFORMATION:

If you have questions concerning this position announcement, please contact Linda Kline at linda.kline@marincounty.gov.

All applicants will receive email notifications regarding their status in the recruitment process. Please be sure to check your spam settings to allow our emails to reach you. You may also log into your GovernmentJobs.com account to view these emails.

Testing and Eligible List: Depending on the number of qualified applications received, the examination may consist of a highly qualified review, application screening, online assessment, written examination, oral examination, performance examination, or any combination to determine which candidates' names will be placed on the eligible list. The eligible list established from this recruitment may be used to fill the current vacancy, and any future vacancies for open, fixed-term, full-time or part-time positions which may occur while the list remains active.

Special Requirements: The successful candidate will be required to successfully complete a background investigation.

Disaster Service Workers: All County of Marin employees are designated Disaster Service Workers through state and local law (California Government Code Section 3100-3109). Employment with the County requires the affirmation of a loyalty oath to this effect. Employees are required to complete all Disaster Service Worker-related training as assigned, and to return to work as ordered in the event of an emergency.

Equal Employment Opportunity Employer: If you have questions regarding equal employment opportunities, please contact Roger Crawford, Equal Employment Opportunity Director, at 415-473-2095.

HOW TO APPLY:

[Apply online](http://www.hr.MarinCounty.gov/jobs) (www.hr.MarinCounty.gov/jobs)

Marin County Human Resources Department
3501 Civic Center Drive, Room 415, San Rafael, CA 94903-4189
Office Phone (415) 473-6104, TTY use 711 for CRS

Paper or Faxed application documents WILL NOT be accepted. If you need assistance completing an online application, contact us at 415 473-2126 or TTY use 711 for California Relay Service (CRS)

Reasonable accommodation for people with disabilities may be requested by calling (415) 473-6104 (voice) or TTY use 711 for CRS at least five work days in advance of a potential scheduled exam, recruitment step or interview. Copies of documents are available in alternative formats upon request.