

HOLISTIC DEFENSE MITIGATION SPECIALIST II (3107) POSITION

The Alameda County Public Defender's Office is seeking a Holistic Defense Mitigation Specialist (HDMS) II (3107) passionate about providing assessment, re-entry services, case management and advocacy to public defender clients as part of the legal defense team. This is a provisional Holistic Defense Mitigation Specialist position. All inquiries and applicant submissions should be emailed to acpdrecruitment@acgov.org. Please include a cover letter and resume. Initial deadline to apply is October 10, 2026, with possible extension until filled.

The Department

The Alameda County Public Defender's Office strives to provide its clients with comprehensive holistic defense services. Our model of client-centered holistic criminal defense is enhanced by wrap-around services that seek to address the collateral consequences related to a criminal case. We provide the highest quality of indigent criminal legal defense by vigorously advocating for the rights of individuals facing criminal charges in adult and juvenile court. Our mission is to zealously protect and defend the rights of clients through compassionate and inspired legal representation, in pursuit of a fair and unbiased system of justice for all. For additional info, please visit: <http://www.acgov.org/defender/>.

The Alameda County Public Defender's Office is proud to be an equal opportunity employer, and we deeply value the diversity of our staff. We are committed to building and supporting a culturally diverse workplace and we encourage women, people of color, LGBTQ individuals, veterans, people with disabilities, and people from other underrepresented groups to apply. (Please also see Alameda County's statement about being an Equal Opportunity Employer.)

The Position

Holistic Defense Mitigation Specialists are responsible for conducting interviews and needs assessments of public defender clients in order to develop written social history reports, comprehensive psychosocial assessments, and re-entry service plans to assist with their return to the community. Reports are provided to district attorneys and judges. Mitigation specialists engage in verbal advocacy or testimony on behalf of clients. Mitigation specialists work closely with the attorneys of the public defender's office and collaboratively with other agencies to ensure that appropriate services are provided to clients and may provide interim case management. A successful candidate is expected to develop strong collaborations with community-based agencies and have excellent writing skills. This is a writing intensive position that involves translating complex client histories into clear, persuasive written narratives for mitigation. This role also includes assisting with special assignments, including but not limited to developing social history reports for individuals facing long-term prison sentences for the purposes of future youthful offender parole hearings, work with juvenile clients, and/or work with

clients with severe mental illness. Assignments, tasks, and desk location may change depending on client need.

This position is primarily in person, requires work on-site, and involves local travel.

The Ideal Candidate

In addition to meeting the minimum qualifications stated below, the ideal candidate will have demonstrated a track record of success in the following areas:

- Knowledge and experience with the criminal or juvenile legal systems.
- Competency in culturally responsive approaches when working with families and specifically with individuals involved in the criminal and/or juvenile legal systems.
- Highly motivated, flexible, and shows a commitment to working specifically with public defender clients.
- Demonstrated interest in and experience with cross-system advocacy and holistic defense practices.
- Commitment to racial equity.
- Strong written and oral advocacy skills.
- Ability to work collaboratively within an interdisciplinary model.
- Strong knowledge of community resources and demonstrated ability to effectively connect clients to appropriate services and supports.
- Maintain standards of excellence.
- Compassionate and open-minded.
- Consistently maintain effectiveness when experiencing change in work responsibilities, priorities, and deadlines and take prompt action to accomplish objectives.
- Responsive and timely in communication and with administrative tasks.
- Outstanding organizational skills with the demonstrated ability to independently prioritize and manage multiple on-going cases.
- Bilingual in Spanish and English is highly desirable but not required.

Minimum Qualifications

Either I:

Experience: The equivalent of one (1) year full-time experience in the class of Holistic Defense Mitigation Specialist I in the Alameda County classified service.

Or II

Education: Possession of a master's degree from an accredited college or university in social work, marriage and family therapy, psychology, sociology, clinical psychology, counseling, or related field.

AND

Experience: The equivalent of two (2) years full-time experience conducting mitigation, court advocacy, case management, and /or other social work support services for people impacted by the criminal or juvenile legal systems.

License:

A valid California driver's license is required.

Special Requirement:

Must be able to obtain security clearance for entry into jails/prisons.

Salary and Benefits

\$50.94-\$61.92 Hourly

\$4,075.20-\$4,953.60 Biweekly

\$105,955.20-\$128,793.60 Annually

Candidates with requisite skillset may also qualify for bilingual salary adjustments. This is a flexibly staffed class series with the potential to promote to Holistic Defense Mitigation Specialist III.

Alameda County offers a comprehensive and competitive benefits package that affords wide-ranging healthcare options to meet the different needs of a diverse workforce and their families. We also sponsor many employee discount, fitness and health screening programs focused on overall wellbeing. These benefits include but are not limited to*:

Alameda County Benefits

For your Health & Well-Being

- Medical – HMO & PPO Plans
- Dental – HMO & PPO Plans
- Vision or Vision Reimbursement
- Share the Savings
- Basic Life Insurance
- Supplemental Life Insurance (with optional dependent coverage for eligible employees)
- Accidental Death and Dismemberment Insurance
- County Allowance Credit
- Flexible Spending Accounts - Health FSA, Dependent Care and Adoption Assistance
- Short-Term Disability Insurance
- Long-Term Disability Insurance
- Voluntary Benefits - Accident Insurance, Critical Illness, Long-Term Care, Hospital Indemnity and Legal Services
- Employee Assistance Program

For your Financial Future

- Retirement Plan - (Defined Benefit Pension Plan)
- Deferred Compensation Plan (457 Plan or Roth Plan)

For your Work/Life Balance

- 12 Paid Holidays
- 4 Floating Holidays
- 8 Management Paid Leave days
- Vacation and sick leave accrual
- Vacation purchase program
- Catastrophic Sick Leave
- Pet Insurance
- Commuter Benefits Program
- Guaranteed Ride Home
- Employee Wellness Program (e.g. At Work Fitness, Incentive Based Programs, Gym Membership Discounts)
- Employee Discount Program (e.g. theme parks, cell phone, etc.)
- Child Care Resources
- 1st United Credit Union

*Eligibility is determined by Alameda County and offerings may vary by collective bargaining agreement. This provides a summary of the benefits offered and can be subject to change.