



## Victoria County, TX

---

<b><u>Position Title:</u></b>	<b>First Assistant Public Defender</b>	<b><u>Effective Date:</u></b>	<b>May 2024</b>
<b><u>Department:</u></b>	<b>Crossroads Defenders (CxD)</b>	<b><u>Status:</u></b>	<b>FT, Exempt, In-Person</b>
<b><u>Pay:</u></b>	<b>\$100,000 to \$133,000 (depending on experience) + Full County Benefits</b>	<b><u>Apply:</u></b>	<b>Email Resume and Cover Letter to <a href="mailto:bw@cxdtx.org">bw@cxdtx.org</a></b>

---

### **CROSSROADS DEFENDERS**

The Crossroads Regional Public Defender's Office, a.k.a. Crossroads Defenders (CxD), is a new, holistic defender office serving Victoria, Jackson, Lavaca, and Refugio Counties. CxD represents indigent clients in criminal cases ranging from Juvenile Offenses through Non-Capital Felonies. Crossroads Defenders aims to become a model office for rural defense in Texas. The office will leverage cutting-edge technology, training, and techniques to provide the strongest possible advocacy for our clients. Additionally, the office will provide wrap-around services for clients to assist them with employment, mental health, substance abuse, housing, and immigration issues.

The First Assistant Defender will be integral in both office operations and instilling a client-centered culture. The First Assistant Defender must be willing to live or relocate to reside within the region.

### **VICTORIA, TEXAS**

Victoria, Texas, is a jewel in the Texas Coastal Bend region, where past and present are perfect neighbors. Victoria offers a perfect blend of big city amenities while maintaining small-town charm. The city boasts a deep history, plentiful outdoor recreation, and a thriving arts and entertainment scene. Victoria also features diverse culinary options, a strong economy driven by healthcare, education, and manufacturing, and an affordable housing market. The city is served by top-rated schools in the Victoria Independent School District. With Houston, Austin, and San Antonio just a two-hour drive away, Victoria is truly the crossroads of Texas. For those seeking a high quality of life, rich history, and abundant opportunities, Victoria, Texas, is the perfect place to call home.

["Past. Present. Future. A Reflection of Victoria's 200 Years."](#)

[Explore Victoria Texas](#)

### **JOB SUMMARY**

Selected by, and reporting to, the Chief Defender, the First Assistant Defender is a key member of the CxD leadership team and will help design the service model. Once operational, the First Assistant will oversee

daily operations, including jurisdictional coverage, and staff oversight. The First Assistant will carry a limited caseload, and will assist in training and development for attorney and non-attorney staff.

This is an executive-level position in the Defender's Office. The First Assistant Defender has management and administrative responsibilities in addition to functioning as a high-level attorney.

**ESSENTIAL JOB DUTIES:**

1. Assists the Chief Defender in training, supervising, and supporting CxD staff to be able to handle increasingly complex cases at trial, with a focus on improving the overall skill level of the office, with special regard to negotiations and trial advocacy skills.
2. Assists the Chief Defender in ensuring consistent court coverage throughout the service area, while safeguarding caseload controls.
3. Assists the Chief in managing accurate case records, and preparing reports to TIDC and the Oversight Board.
4. Helps the Chief implement effective and efficient case management procedures.
5. Creates or amends internal office policies and standards of practice.
6. Provides stewardship of CxD resources, and supports the CxD operational functions.
7. Represents CxD at meetings or events relevant to CxD.
8. Directly supervises CxD staff engaged in client representation/case-handling, including formal performance reviews and evaluations.
9. Provides high-level representation and counsel to individual clients on legal matters.
10. Develops partnerships with community organizations to provide wraparound services for clients.
11. Understands that CxD is a fledgling office, and assigned tasks will vary and may evolve with the office. Flexibility is required.
12. Performs other job-related duties as assigned.

**EDUCATION AND EXPERIENCE**

- Juris Doctor and minimum of (3) years of relevant experience; five (5) years+ preferred;
- Prior supervisory experience is preferred;
- OR, any combination of education and experience that has been achieved and is equivalent to the stated education and experience and required knowledge, skills, and abilities sufficient to successfully perform the duties and responsibilities of this job.

**LICENSES, CERTIFICATIONS, OR REGISTRATIONS**

- Licensed to practice law in the State of Texas (or immediately eligible to obtain licensure).
- Valid Texas driver’s license and reliable motor vehicle.

**WORKING CONDITIONS**

*The characteristics listed below are representative of the physical demands, physical agility, sensory requirements, and environmental exposures required by an individual to successfully perform the essential duties of this position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties.*

- Employees sit most of the time but may walk or stand for periods of time.
- This is light duty work requiring some physical agility such as: climbing, stooping, kneeling, crouching, crawling, reaching, pushing, pulling, repetitive motions and manual dexterity.
- Sensory requirements include standard vision requirements, ability to convey detailed or important instructions to others accurately, loudly or quickly, and standard hearing requirements - hear information at normal spoken word levels.
- Please note that the position requires visiting incarcerated clients at both County Jails, and occasionally Prison units.
- Position may also require visits to crime scenes, businesses, and private residences that are not under County Control

<b>Physical Exertion (Pounds)</b>	
Up to 10	Occasionally
Up to 25	Occasionally
Up to 50	Seldom or never
Up to 100	Seldom or never
100 or more	Seldom or never

<b>Environmental Exposures</b>	
Work near moving mechanical parts	Seldom or never
Work in high, precarious places	Seldom or never
Toxic or caustic chemicals	Seldom or never
Outdoor weather conditions	Seldom or never
Extreme Cold, non-weather	Seldom or never
Extreme Heat, non-weather	Seldom or never
Noise Level	Quiet

*The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.*

## **BENEFITS**

In addition to a competitive and stable County Salary, full-time employees will receive full Victoria County Benefits including

- Low cost health, dental, and vision insurance.
- Prescription drug coverage and optional FSA.
- Enrollment in the Texas County and District Retirement System with a guaranteed 7% rate of return, 2x match, and a lifetime benefit after the vesting period.
- Tuition Assistance
- Discounted membership to Citizens HealthPlex Gym and Spa
- Optional Group Rates for Term Life, AD&D, and Disability Policies.

## **EQUAL OPPORTUNITY EMPLOYER**

Victoria County, and Crossroads Defenders, is an Equal Opportunity Employer committed to creating a strong and welcoming workplace. We encourage applications from qualified individuals of all backgrounds. Crossroads Defenders believes that an intellectually and experientially diverse team enhances our ability to provide the highest quality of legal representation to our clients and community. We strive to create an environment where all employees feel valued, respected, and supported in their professional growth. We welcome and celebrate the unique perspectives and experiences that each individual brings to our team.

<https://www.vctx.org/page/employment>

Please email resume and cover letter: Attn: Brian Watson [bw@cxdtx.org](mailto:bw@cxdtx.org)

Tags: Criminal defense attorney, criminal defense lawyer, trial attorney, trial lawyer, criminal trial attorney, criminal law, criminal justice, indigent defense, legal aid, defense, defense counsel, courtroom experience, litigation experience, criminal proceedings, plea bargaining, sentencing, appeals, constitutional law, evidence, criminal procedure, jury trials, bench trials, felony charges, misdemeanor charges, DUI defense, violent crimes, drug crimes, white-collar crimes