



THE COUNTY OF STANISLAUS

PUBLIC DEFENDER



Stanislaus County
now offers an employee
bonus worth up to
**\$10,000 or 21
additional days of
leave time!***

**See inside for details*

ASSISTANT CHIEF DEPUTY PUBLIC DEFENDER

\$133,057-\$199,576 Annually

Apply by December 19, 2025

ABOUT THE DEPARTMENT

The Stanislaus County Public Defender's Office works to combat mass incarceration by providing zealous, high-quality representation to low-income individuals facing criminal charges. The Office is committed to serving the whole client—addressing the underlying needs that contribute to criminal legal involvement as well as those that emerge through contact with the legal system. Grounded in a client-centered approach, the Office affirms that every client is entitled to autonomy, dignity, and respect throughout their legal journey. The Assistant Chief Deputy Public Defender will join a dedicated team of more than 45 attorneys, investigators, paralegals, and professional staff who work collectively to protect clients' liberty and safeguard their futures in the face of criminal allegations.



THE IDEAL CANDIDATE

The Assistant Chief Deputy Public Defender classification is responsible for managing one or more subdivisions within the Public Defender's Office and plays a key role in implementing departmental policies and directives. The position receives direction from the Public Defender, Assistant Public Defender, and/or the Chief Deputy Public Defenders. This role emphasizes overall administrative responsibility for subdivision operations, including serving as a trial attorney and providing analysis and oversight in complex, high-level cases. The position also carries significant supervisory responsibilities, including assigning, reviewing, and evaluating the work of Deputy Public Defenders and legal support staff.

This classification is distinguished from the Chief Deputy Public Defender by the latter's direct reporting relationship to the Public Defender, responsibility for major policy and procedural development, and leadership of significant administrative initiatives. The Assistant Chief Deputy Public Defender is likewise expected to be fully qualified to analyze and handle the most serious and complex cases within the office.

TYPICAL TASKS

- Manage staff in accordance with departmental policies, procedures, and applicable laws, including interviewing, training, mentoring, and evaluating the performance of subordinate attorneys, professional staff, paraprofessionals, and clerical personnel.
- Oversee subdivision operations and supervise staff engaged in a variety of functions, including case preparation; legal research; factual investigation and discovery; issuance of subpoenas; negotiation of case resolutions; interviewing and advising defendants and witnesses; and conducting complex jury and court trials.
- Prepare and litigate complex criminal cases through extensive trial preparation, including retaining expert witnesses, cultivating positive client relationships, presenting opening statements, examining and cross-examining witnesses, introducing evidence, making legal objections, arguing points of law, delivering closing arguments, and pursuing appropriate post-trial relief.
- Supervise staff in the preparation of reports, opinions, pleadings, briefs, appeals, and other legal documents related to trials, hearings, and complex legal proceedings.
- Develop and implement short- and long-term goals under the general direction of the Public Defender and Chief Deputy Public Defenders.
- Establish objectives and strategies for assigned staff to ensure organizational efficiency and timely completion of work in alignment with directives from the Public Defender and Chief Deputy Public Defenders.
- Recommend policy modifications to the Public Defender and Chief Deputy Public Defenders and implement policies as directed.
- Provide information, guidance, feedback, and assistance to departmental personnel to improve work quality and resolve issues.
- Ensure compliance with professional, ethical, and regulatory standards while maintaining high-quality legal representation.
- Conduct and participate in internal and external meetings, including regular staff meetings, to review progress, accomplishments, and strategic priorities.
- Maintain and enhance professional knowledge and skills by attending seminars, training programs, and reviewing relevant professional literature and publications.
- Perform other related duties as assigned.

*For more information on
Public Defender, scan the QR code or visit
stanislauscounty.com/publicdefender*



MINIMUM QUALIFICATIONS

EDUCATION & EXPERIENCE

- Four (4) years' experience as a criminal Attorney. One (1) year of which includes handling of felony criminal cases.

LICENSES

- Active membership in the State Bar of California.

DESIRABLE QUALIFICATIONS

In addition to the minimum qualifications, applicant screening may focus on the following desirable qualifications. Please list any of these qualifications you may have within the "Duties" section of the online application.

- One (1) year supervising Attorney's in a public agency

KNOWLEDGE

- A Principles and practices of effective supervision.
- Duties, powers, limitations, and authorities of the Office of the Public Defender.
- Principles of civil and criminal law, including trial procedures and rules of evidence.
- Legal research methodologies and judicial procedures.
- Legal principles and their application, with particular emphasis on criminal law.
- Rules of evidence and the conduct of court proceedings.
- Effective written and oral communication, including grammar, syntax, and professional composition.

SKILLS/ABILITIES

- Provide effective supervision and management.
- Analyze and proficiently handle serious and complex cases.
- Delegate tasks appropriately and efficiently.
- Maintain the confidence and respect of legal professionals, public officials, and the general public.
- Coach, mentor, and motivate team members to achieve high performance.
- Manage and resolve conflicts constructively.
- Prepare and present statements of fact, law, and legal arguments clearly, logically, and persuasively in written form.
- Draft, and oversee the drafting of, legal opinions, pleadings, rulings, regulations, and legislation.
- Negotiate skillfully and effectively.
- Demonstrate strong organizational abilities and excellent interpersonal skills.

QUICK GUIDE TO APPLYING



APPLICATION PROCESS



Find the
Right Job



Update Your
Application



Submit Your
Application



Wait for
Processing



Receive Notice of
Application Status

APPLICATION BEST PRACTICES

BE COMPLETE

We screen for qualifications based on the information provided on your application, not on your resume. **Please make sure all relevant experience is listed within the body of your application.**

BE DETAILED

Connect your professional experiences to the job's knowledge, skills and abilities. **Share your work history and how it relates to the minimum qualifications of the position.**

UPDATE YOUR APPLICATION

Take the time to review and update your application each time you apply for a new position. **Ensure that your employment dates are correct and that any relevant skills or experiences are listed.**

ATTACH SUPPORTING DOCUMENTS

Attach any required supporting documentation listed in the Minimum Qualifications. **Not submitting that typing certificate or proof of education could be the reason you are disqualified!**

HIGHLIGHT DESIRABLE QUALIFICATIONS

If there are desirable qualifications listed, they may influence the screening process. **Detail how you meet both minimum qualifications and desirable qualifications in the duties section of your application.**

COMMON MISTAKES TO AVOID

WRITING "SEE RESUME"

Relying on your resume instead of completing the application can hurt your chances. **Be sure to fill out all sections and attach proof of education when required, as resumes alone don't provide the details needed to evaluate your qualifications.**

OUTDATED OR MISSING REFERENCES

Submitting old contact information or leaving references blank can delay the reference check process. **Include current, reachable contact information for all references.**

INCLUDING TOO MUCH OR UNRELATED INFO

Adding long paragraphs or unrelated experiences can make your application unclear. **Keep your application clear, concise, and focused on relevant qualifications.**

ASSUMING COMPUTERS SCREEN APPLICATIONS

Believing that a computer or automated system selects qualified candidates is a common misconception. **All applications are reviewed by trained recruitment analysts, so make sure your experience is clearly detailed.**



**STANISLAUS
COUNTY HUMAN
RELATIONS**

Take Your Place.



JOIN OUR TEAM and receive a bonus worth **UP TO \$10,000!**

or 21 additional days of leave time!*

*EMPLOYEE CHOICE BONUS PLAN ALLOWS ELIGIBLE NEW EMPLOYEES TO RECEIVE A BONUS WORTH
\$5,000 - \$10,000 OVER THREE ANNUAL INSTALLMENTS

YOU CHOOSE: One month's worth of

Scan the QR code with a camera
app to watch the Employee Choice
Bonus Plan video!



Cash Payout

Redo that kitchen
or paydown debt.

It's all yours.



Leave Time

Take a little extra time
off and enjoy yourself.

You've earned it.



Deferred Compensation

Reduce some taxable
income and receive it later.

Why not?



**STANISLAUS
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Take Your Place.



clubwellness
myclubwellness.org

Employee Choice Bonus Plan

UNDERSTANDING THE DETAILS



JOIN OUR TEAM BY JUNE 30TH, 2026 TO BE ELIGIBLE!

The following Employee Choice Bonus Plan is designed to allow those hired full-time on or before June 30, 2026, to choose one of the three bonus incentive options (one-time option, non-revocable) they would like to receive:



Option 1 BONUS CASH PAYMENT

(Default if employee declines to make a choice)

- One month of salary (168 hours) paid in cash over three annual installments at the highest step or top of band of the classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.



Option 2 BONUS LEAVE TIME

- 168 hours of bonus leave time allocated within three annual installments.
- Bonus Leave Time would be administered in the same capacity as standard vacation including compensation rate, request and approval, and reporting expectations.
- Bonus Leave Time will have no cash value and cannot be cashed out at resignation, termination, or retirement.
- Must use the bonus leave time prior to the expiration date, as there is no carry over after the bonus leave time expires.



Option 3 BONUS DEFERRED COMPENSATION CONTRIBUTION

- One month of salary (168 hours) paid over three annual installments into the employee's Nationwide Deferred Compensation account at the highest step or top of band of classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.

Eligibility for Employee Choice Bonus Plan



- To receive each payment, you must be hired as a new full-time employee, and be active both on the vesting date and during the pay period in which the payment is issued.
- Full-time employees on an unprotected unpaid leave on the vesting date are ineligible for that specific payment.
- Employees that separate from full-time service prior to a vesting date will no longer be eligible for that specific payment.
- Employees that receive one or two payments, separate from full-time service and then return to full-time service are excluded from eligibility to receive further payments of any kind.
- Employees that leave full-time service prior to receiving any payments, and then return to full-time service on or before June 30, 2026, are eligible to receive future payments in accordance with their new hire date.



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Take Your Place.

COMPENSATION & BENEFITS

Approximate Annual Base Salary:

\$133,057-\$199,576

The County of Stanislaus provides a competitive and comprehensive benefits package for regular full-time County employees including:

Insurance: Extensive health, dental, and vision coverage options for employees and dependents

Deferred Compensation: 2% of base wages to 457 deferred compensation plan

Life and Disability Insurance: Term life insurance policy, as well as Accidental Death/Disability coverage

Professional Development: \$1,200 annual allowance for professional development, to include continuing education and professional memberships

Vacation: Accruing biweekly, 120 hours in year one, 160 hours years two through 20 and 200 hours starting year 21. Vacation accruals subject to maximum limits. This position will also receive an additional 32 hours of special vacation leave per year, accrued biweekly

Holidays: 10 paid holidays annually

Management Leave: 56 hours of management leave annually. Must be used in the year earned.

Sick Leave: Sick leave is accrued at a rate of 96 hours per year

Relocation Expenses: Up to \$7,500 for qualifying expenses, subject to advanced approval

RECRUITMENT INCENTIVES

Employee Choice Bonus Plan:

Stanislaus County now offers an employee bonus worth up to \$10,000 or 21 additional days of leave time! Visit stanjobs.org for details.

Career Ladders:

We offer valuable tools to help plan your career with Stanislaus County. Find ways to grow and develop within the organization—from Accounting to Public Safety to IT.

Learning Institute:

Whether you're a new employee or looking to acquire new skills, our Learning Institute offers a chance to take on new challenges and ways to consistently hone and improve skills.

WELLNESS BENEFITS

The Mission of Club Wellness is to facilitate and encourage the "good health" of the county workforce.

"Good health" is a state of complete physical, social and mental well-being, and not merely the absence of disease or infirmity; health is a resource for everyday life, not the object of living, and is a positive concept emphasizing social and personal resources as well as physical capabilities. The program seeks to increase awareness and knowledge of all employee benefits, nurture a team spirit and positive health behaviors, to motivate employees to adopt healthier habits and to provide opportunities and a supportive environment to create positive lifestyle changes.



CLASSIFICATION INFORMATION

Unless otherwise provided, this position is part of the Unclassified Service of the County and is considered "at-will" and is designated Management for labor relations purposes.

The individual selected will participate in the Stanislaus County Pay-for-Performance program, as well as receive additional benefits.

The Job Task Analysis provides information detailing the physical and functional demands of the classification. For the complete job task analysis, visit the Risk Management website at <http://www.stancounty.com/riskmgmt/> under the "Disability" tab.

APPLICATION PROCEDURES/FINAL FILING DATE: APPLY BY December 19th, 2025

Oral Examinations are tentatively scheduled for the week of December 29th, 2025

Note: The eligible list generated from this recruitment may be used to fill future extra-help, part-time and full-time vacancies throughout Stanislaus County.

Applications cannot be submitted later than 5:00 p.m. on the final filing date. Make your online application as complete as possible so a full and realistic appraisal may be made of your qualifications.

Resumes will not be accepted in lieu of a completed application.

Attaching your resume and cover letter are an optional feature for those who wish to do so in addition to completing the required application. Information on your resume and cover letter will not substitute for the education, work experience and required fields on the County application. The online County application is the primary tool used to evaluate your job qualifications.

RECRUITMENT ACCOMMODATIONS

Arrangements may be made to accommodate disabilities and religious convictions. Applicants requiring testing accommodations are required to complete and submit the Testing Accommodations Request Form prior to the test administration date. Special arrangements for religious convictions should be included in the "Additional Information" section of the application form.

GENERAL QUALIFICATIONS

- Pass County-paid pre-employment job-related background investigation.
- Perform job duties in a manner assuring a safe working environment for oneself and others.
- Maintain confidential information according to the legal standards and/or County regulations as required.
- Some positions may be required to possess and maintain a valid California Driver's License and meet County insurability requirements.

APPLICATION AND/OR EXAMINATION APPEAL RIGHTS

Application and/or examination results may be appealed by applicants presenting facts alleging irregularity, fraud and/or error in application screening or in exam scoring. Appeals must be in writing and submitted to the Chief Executive Officer within seven (7) days after the examination results are mailed.

DISCLAIMER

Stanislaus County reserves the right to revise the examination plan described in this flyer to better meet the needs of County service. The provisions of this bulletin do not constitute an express or implied contract. Any provision contained in this bulletin may be modified or revoked without notice. The information contained in the bulletin is information which sets forth a general summary of benefits for this respective position. This information is not legally binding. The benefits and other information regarding this position may be found in the Stanislaus County Code, the Stanislaus County Personnel Policies manual, or in the applicable Memorandum of Understanding(s), and such information prevails over information contained in this flyer. Questions regarding this bulletin may be directed to the Stanislaus County Chief Executive Office/ Human Resources.