



UNITED STATES COURT OF APPEALS FOR THE ELEVENTH CIRCUIT STAFF ATTORNEY'S OFFICE



Position: Career Staff Attorney

Location: Atlanta, Georgia

Appointment: Career/Full Time

Opening and Closing Dates: March 3, 2025 to March 28, 2025 (or until filled)

Start Date: Enter on duty by September 30, 2025

Area of Consideration: All Sources—Nationwide

Developmental Starting Salary Range: \$89,130—\$110,512

(CL 29/1—CL 29/24)

Full Performance Starting Salary Range: \$111,442—\$144,910

(CL 29/25—CL 29/61)

Starting salary is dependent upon qualifications, experience, and court funds

ABOUT THE STAFF ATTORNEY'S OFFICE

The Eleventh Circuit's Staff Attorney's Office serves the Court as a central legal staff, assisting it in the disposition of federal appeals through the preparation of legal memoranda. The Staff Attorney's Office is currently made up of attorneys, including career supervisory staff attorneys and staff attorneys who serve staggered two-year terms, as well as administrative professionals who perform administrative, operational, and supervisory functions. Staff attorneys review case records and filings, conduct legal research, and draft bench memoranda and proposed opinions to assist the judges in the consideration and resolution of a wide variety of cases on appeal. Staff Attorneys develop expertise in civil and criminal procedure and in various areas of substantive law, including criminal, sentencing, immigration, employment discrimination, civil rights, habeas corpus, and Social Security. Additionally, a specialized team within the office assists the Court in the initial review of all appeals for the purpose of determining appellate jurisdiction. Another specialized team presents substantive motions to the Court, including motions for *in forma pauperis* status, certificates of appealability, transcripts at government expense, and withdrawal/substitution of counsel. Finally, our special appellate matters unit handles special projects from the Court and tracks legal issues as they develop in the U.S. Supreme Court and the Eleventh Circuit.

POSITION OVERVIEW

The career staff attorney is a permanent position rather than a term position and reports directly to the Deputy Senior Staff Attorney. The career staff attorney independently conducts legal research, reviews case records/filings, drafts proposed opinions, memoranda, and orders, and provides objective advice to judges, chambers, and court staff. The incumbent also mentors and works with less experienced term staff attorneys in conjunction with members of the supervisory team, assists with orientation and training as needed, and tracks developing legal issues.

REQUIRED QUALIFICATIONS

Applicants must possess a Juris Doctor from a law school of recognized standing and have excellent academic credentials. Applicants also must have superior analytical, research, writing, and editing skills, with law review or equivalent legal research and writing experience. At least two years of relevant post-Juris Doctor experience and bar admission are required.

PREFERRED QUALIFICATIONS

Staff Attorney or judicial law clerk experience with the United States Court of Appeals for the Eleventh Circuit is preferred.

ATLANTA

Despite Atlanta's fast pace, southern hospitality is still alive and well in Georgia's capital. Atlanta mixes reasonable living expenses with a thriving economy, vibrant cultural scene, rich history, and mild weather. This unique combination explains why so many law firms, entrepreneurs, young professionals, and Fortune 500 companies have moved here. Atlanta has earned a reputation expressed in its various nicknames: "City in a Forest," for its unique tree canopy; "Cradle of the Civil Rights Movement," for its many civil rights icons such as Martin Luther King, Jr.; and "Hollywood of the South," for its booming film industry. The Staff Attorney's Office is located in the heart of Downtown Atlanta, within walking distance of the Center for Civil and Human Rights, the Georgia Aquarium, the World of Coca-Cola, Centennial Olympic Park, the College Football Hall of Fame, and the Atlanta CNN Center. The Martin Luther King, Jr. National Historic Site, the Atlanta BeltLine, the Atlanta Botanical Garden, Piedmont Park, the Fernbank Museum of Natural History, and the High Museum of Art are all within minutes of our office.

BENEFITS

- Paid vacation time from 13 to 26 days per year, depending on length of federal service
- 13 paid sick days per year
- 11 paid holidays per year
- Federal Employees' Retirement System (FERS)
- Immediate matching Thrift Savings Plan (TSP)
- Qualifying employment for Public Service Loan Forgiveness Program
- Federal Employees Health Benefits Program (FEHB)
- Federal Employees Dental and Vision Insurance (FEDVIP)
- Federal Employees' Group Life Insurance (FGLI)
- Flexible spending accounts for healthcare, dependent care, and commuter expenses
- Federal Occupational Health Services Program (FOH)
- Employee Assistance Program (EAP) and Work/Life Services Program
- On-site physical fitness facility
- Potential for some regular and recurring telework

For more detailed information about federal court benefits, please go to: [Benefits | United States Courts \(uscourts.gov\)](#)

HOW TO APPLY:

Qualified individuals **must** submit **all** of the following to be considered:

- A cover letter detailing how their experience relates to the position requirements
- A completed AO 78 form [Application for Judicial Branch Federal Employment | United States Courts \(uscourts.gov\)](#)
- A detailed resume, including final law school class rank and/or percentile or brief explanation as to why this information is unavailable
- Law school transcript
- Self-edited writing sample
- List of at least three professional references

Candidates may apply in three ways:

1. Through the Online System for Clerkship Application and Review (OSCAR)
2. Via email to: sao_hiring@CA11.uscourts.gov
(Emailed applications **must** be submitted as a single pdf document and reference "Career Staff Attorney" in the subject line.)
3. Via regular mail or other delivery service to:
Georgette Thinn, Manager for Recruiting
Eleventh Circuit U.S. Court of Appeals
Staff Attorney's Office
56 Forsyth Street, N.W.
Atlanta, Georgia 30303-2289

Preference will be given to applications received by March 28, 2025.

Conditions of Employment

Applicants must be U.S. citizens or meet requirements under current law. The selected candidate will be subject to a background check and subsequent favorable suitability determination as a condition of employment. Federal court employees are excepted service appointments. Excepted service appointments are "at will" and can be terminated with or without cause by the court. Employees are required to adhere to the *Code of Conduct for Judicial Employees*, which is available to applicants upon request. It is a policy of the Eleventh Circuit that all new personnel are hired for a twelve-month initial probationary period, at the end of which time their work and progress will be evaluated. Employees are required to use the Electronic Fund Transfer (direct deposit) for payment of net pay.

THE UNITED STATES COURTS ARE EQUAL OPPORTUNITY EMPLOYERS.

