



**STATE OF NEVADA  
DEPARTMENT OF INDIGENT DEFENSE SERVICES**

896 W. Nye, Suite 202 | Carson City, NV 89703  
(775) 687-8490 | [www.dids.nv.gov](http://www.dids.nv.gov)

**UNCLASSIFIED JOB ANNOUNCEMENT**

This is an open competitive recruitment, open to all qualified applicants.

The Department of Indigent Defense Services is accepting applicants for a gubernatorial appointment to the unclassified position of:

**NEVADA STATE PUBLIC DEFENDER**

This position is the head of the Office of the Nevada State Public Defender (“NSPD”).

**BACKGROUND**

The NSPD office is the state agency responsible for providing legal representation and other services to people accused or convicted of a crime who cannot afford to hire an attorney in Nevada’s rural counties. All Nevada counties with a population under 100,000 may “opt in” to the services of the NSPD. The Nevada State Public Defender operates under the authority of Chapter 180 of the Nevada Revised Statutes to provide zealous indigent defense services in criminal cases and related matters by appointment from the courts. The Nevada State Public Defender’s principal office is located in Carson City, Nevada and currently oversees indigent defense services in Carson City and Storey County. The Office has a staff of six attorneys, two investigators, and administrative assistants. The Office has the potential to serve additional rural counties that “opt in” to its representational services.

**OPPORTUNITY**

Located in Carson City, Nevada, the next head of the NSPD will have the opportunity to lead their team into a new era of indigent defense, which will include the following opportunities and challenges:

***Leading Change: Provide Leadership & Vision for the Future***

The Public Defender will lead the NSPD into a new era, reimagining and redefining the office and its impact on the field of indigent defense across rural Nevada.

The new State Public Defender will create a modern vision for the office and develop a sophisticated approach to implementing that vision. They will identify new policy needs and create opportunities for the improvement of indigent defense services throughout the rural counties. In partnership with the Department of Indigent Defense Services, the State Public Defender will plan, assess, and map the future of the NSPD, including working to build growing access to holistic defense services, including social workers, investigators, and mitigation specialists.

### **Leading People: Build a Collaborative Team Culture**

The new State Public Defender will lead and nurture a talented and deeply committed staff and manage an operating budget of \$1.5 million. They will create a sophisticated and clear framework for aligning the office's vision for the future with daily operations, including planning and implementing effective team structures in rural counties. The new leader will also embody and support the development of a culture that values innovation, equity, transparency, clear communication, and trust with its internal leadership. These measures will be designed to create a sustainable and effective environment that attracts and retains qualified and diverse talent.

### **Leading Partnership Development**

The new Public Defender, in collaboration with the Department, will build new and stronger relationships with rural counties, including county leadership. They will also maintain and nurture a relationship with the UNLV Boyd School of Law to create a pipeline of ambitious law students who are ready and prepared to enter the rural practice of indigent defense.

## **CORE RESPONSIBILITIES**

This is an unclassified position, appointed for a term of 4 years by the Governor of the State of Nevada, serving at the pleasure of the Executive Director of the Department of Indigent Defense Services. The Public Defender is responsible for the overall effectiveness of the office. Duties include supervising legal work; mentoring and overseeing the career development of staff; planning and priority setting; grant compliance; budget management; and maintaining good relations within the office, community stakeholders and the private bar. The Public Defender also typically carries a small caseload and, in that respect, has all the duties of a staff attorney.

## **MINIMUM QUALIFICATIONS**

The Nevada State Public Defender must be an attorney licensed to practice law in the State of Nevada. An admission to practice in the State of Nevada is preferred, however, candidates that do not possess a Nevada Bar License may qualify to practice law in Nevada pursuant to Nevada Supreme Court Rule 49.1.

The ideal applicant will also demonstrate sufficient experience, through the Department of Indigent Defense's Rural County Application, to be approved to handle at the least non-capital category A felony cases. Qualification to handle death penalty cases is preferred. The requisite experience requirements may be found in the Regulations of the Board on Indigent Defense Services, NAC 180, Section 30-37.

DID's Rural County Application may be found at [https://hal.nv.gov/form/DIDs/Application with the Department of Indigent Defense Services](https://hal.nv.gov/form/DIDs/Application_with_the_Department_of_Indigent_Defense_Services).

The ideal applicant will have leadership experience and a demonstrated commitment to criminal defense. This position requires travel for partnership development, investigation, litigation, and training. The Nevada State Public Defender may not engage in the private practice of law.

## **SALARY**

The salary is up to \$134,342, depending on experience. Salary reflects retirement (PERS) contributions by both the employee and employer. An employer paid contribution plan is also available with a reduced gross salary.

## **BENEFITS**

The State benefits package includes a retirement plan, paid health, vision, and dental benefits, life and disability insurance, 11 paid holidays, and paid sick and annual leave. Employee paid benefits such as deferred compensation plans are also available.

## **CLOSING DATE**

The application period will remain open until November 15, 2022 at 5:00 pm PST.

## **SELECTION CRITERIA**

Applicants will be evaluated based on narrative responses to the following three (3) questions<sup>1</sup>:

- 1. Leading Change.** Please tell us about a time when you lead effective change. Please highlight how you created a vision, promoted deliberate development both within and outside your organization to fulfill the goals, and the end results.
- 2. Leading people.** Please include a story that discusses a situation in which you leveraged diversity, team building, conflict management, and/or the professional development of others.
- 3. Background.** Please include any information from your background that may reflect negatively on the Governor of the State of Nevada, the Department on Indigent Defense Services, or the Office of the Nevada State Public Defender if you are appointed to this position. Please include any reprimands or other disciplinary actions from any state bar organization or state or federal court, whether private or public.

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<sup>1</sup> Please limit your response to each question to no more than 500 words.

## **TO APPLY**

Please send all application materials, to include:

1. A resume or curriculum vitae;
2. At least three (3) references;
3. The Department of Indigent Defense Rural Application Response Letter<sup>2</sup>,
4. A letter of interest; and
5. Narrative responses to the questions posed above

by email to: [mryba@dids.nv.gov](mailto:mryba@dids.nv.gov)

or by mail to:

Department of Indigent Defense Services  
896 W. Nye, Suite 202  
Carson City, NV 89703

*The State of Nevada is committed to Equal Employment Opportunity/Affirmative Action in recruitment of its employees and does not discriminate on the basis of race, color, national origin, religion or belief, age, disability, sex, sexual orientation, gender identity or expression, pregnancy, domestic partnership, genetic information (GINA), or compensation and/or wages.*

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<sup>2</sup> To obtain a Department of Indigent Defense Rural County Application Response letter, all applicants must submit an application through the department's website which provides the approved qualification level:  
[https://hal.nv.gov/form/DIDs/Application\\_with\\_the\\_Department\\_of\\_Indigent\\_Defense\\_Services](https://hal.nv.gov/form/DIDs/Application_with_the_Department_of_Indigent_Defense_Services)