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STATE OF NEVADA DEPARTMENT OF INDIGENT DEFENSE SERVICES

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

NEVADA STATE PUBLIC DEFENDER

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

THE BACKGROUND

The NSPD 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 of under 100,000 people may “opt in” to the services of NSPD. NSPD operates under the authority in Chapter 180 of the Nevada Revised Statutes to provide zealous indigent defense services in criminal cases and related matters by appointment from the courts. NSPD’s principal office is located in Carson City, Nevada and currently oversees indigent defense services in two counties, Carson City and Storey County. The Office has a staff of six attorneys, two investigators, and administrative staff. The Office has the potential to serve additional rural counties that “opt in” to its representational services.

THE OPPORTUNITY

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 new 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 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 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 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.

THE CORE RESPONSIBILITIES

This is an unclassified position, appointed for a term of 4 years by the Governor of the State of Nevada and responsible to and serves at the pleasure of the Executive Director of the Department of Indigent Defense Services.

The new 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 and with community stakeholders and the private bar. The Public Defender also typically carries a small caseload and, in that respect, has all of the duties of a staff attorney.

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THE MINIMUM QUALIFICATIONS

The new Public Defender must be an attorney licensed to practice law in the State of Nevada. Applicants that do not currently possess a Nevada Bar License may qualify for a temporary license 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 least, non-capital category A felony cases. The requisite experience requirements may be found in the Regulations of the Board on Indigent Defense Services, NAC 180, Section 30-37.

The application may be found here: 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. The position requires travel for partnership development, investigation, litigation, and training. The Public Defender may not engage in the private practice of law.

THE SELECTION CRITERIA

Applicants are encouraged to review Chapter 180 of the Nevada Revised Statutes regarding the duties and responsibilities of the NSPD.

Applicants will be evaluated based on the following:

- A resume or *curriculum vitae*,
- at least three (3) references,
- the Department of Indigent Defense Rural Application Response letter¹,
- a letter of interest, and
- narrative responses to the following three (3) questions²:

- 1. Leading Change.** Tell us about a time when you lead effective change. Please highlight how you've created a vision, promoted deliberate development both within and outside your organization to fulfill the goals, and the results.

¹ 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

² Please limit your response to each question to no more than 500 words.

- 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. Applicant 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.

THE SALARY

The salary is up to \$ 133,012, 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.

THE 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.

THE CLOSING DATE

The application period will close September 2, 2022, at 5 pm (PST) and all applications must be received by that time.

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;
4. A letter of interest; and
5. Narrative responses to the questions posed above

by email to:

didscontact@dids.nv.gov

by mail to:

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