



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: August 18, 2026 to
September 18, 2026 (or until filled)

Area of Consideration: All Sources—Nationwide

Developmental Starting Salary Range: \$90,036—\$111,618
(CL 29/1—CL 29/24)

Full Performance Starting Salary Range: \$112,556—\$146,336
(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 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 coordinating orientation and training, 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 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, and the College Football Hall of Fame. 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.

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

Candidate 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 September 18, 2026.

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.



EMPLOYEE BENEFITS

Employees of the United States Courts are entitled to the same benefits as other federal government employees. They are not part of the Civil Service system, however. Some of the benefits of federal service are:

PAID VACATIONS	From 13 to 26 days per year depending on length of federal service.
PAID HOLIDAYS	11 days per year.
SICK LEAVE	13 days per year.
HEALTH INSURANCE	Employees may participate in the Federal Employees Health Benefits Program (FEHBP) and may choose from plans provided by several insurers. The government contributes up to 75% of the premium, depending on the plan selected.
DENTAL/VISION INSURANCE	Employees may participate in the Federal Employees Dental and Vision Insurance Program (FEDVIP), which is a supplemental insurance program. Premiums are paid in full by the employee, however, the premium is deducted on a pre-tax basis.
LIFE INSURANCE	Employees may participate in the Federal Employees Group Life Insurance Program (FEGLI).
FLEXIBLE BENEFITS	Employees may participate in the Federal Judiciary Flexible Benefits Program which includes (1) a Flexible Spending Account which allows employees to set aside pre-tax money to cover certain health care and dependent care expenses, and (2) a Premium Payment Plan which offers employees the choice of having health insurance premiums deducted from their pay either pre-taxes or after-taxes.
LONG-TERM CARE INSURANCE	Employees may participate in the Federal Judiciary Group Long-Term Care Program which covers such benefits as community-based care, nursing home care, hospice care and caregiver benefit. Spouses, parents, parents-in-law, grandparents, and grandparents-in-law are also eligible.
WITHIN-LEVEL SALARY INCREASES	Within each salary classification level there are 61 “steps.” Based upon performance, employees within the Developmental Range (steps 1-24) are eligible for step increases every 13 pay periods and employees within the Full Performance Range (steps 25-61) are eligible for step increases annually.
TIME IN SERVICE	Time in service with other federal agencies and prior military service is credited for the purpose of computing employee leave and retirement benefits.
RETIREMENT	Newly hired employees contribute 12.05% of their salary toward a retirement plan under the Federal Employees Retirement System, to which the government also contributes. Of that 12.05%, 6.2% goes to social security, 1.45% goes to Medicare, and 4.4% goes to the FERS Basic Benefit Plan. Employees may also participate in a voluntary tax-deferred Thrift Savings Plan [similar to “401(k)” plans]. Benefits are generally available upon retirement at age 60 with 20 years of service or at an earlier age with 30 years of service. Reduced benefits may be available with fewer years of service. Specific details are available upon request.
PUBLIC SERVICE LOAN FORGIVENESS EMPLOYEES	Available for those that qualify for forgiveness of the remaining balance due on their eligible federal student loans while employed full time.
EMPLOYEE ASSISTANCE PROGRAM (EAP) AND WORK/LIFE SERVICES PROGRAM	EAP offers Judiciary employees, and their family members free counseling services, financial assistance, and basic legal services. These services are confidential and are provided by licensed professionals. The Work/Life Services Program (WorkLife4You) offers Judiciary employees, and their family members expert guidance, educational information, personalized referrals, and access to a vast array of interactive tools to assist with managing daily responsibilities and life events.

(revised 8/2026)