

# Trial Attorney

DEPARTMENT OF JUSTICE

Offices, Boards and Divisions

Environment and Natural Resources Division - Indian Resources Section

Accepting applications

## Open & closing dates

🕒 09/15/2021 to 10/06/2021

## Pay scale & grade

GS 13 - 15

## Appointment type

Permanent

## Service

Excepted

## Salary

\$101,028 to \$172,500 per year

## Work schedule

Full-time

## Locations

1 vacancy in the following locations:

**Denver, CO**

**Washington, DC**

## Relocation expenses reimbursed

No

## Telework eligible

Yes as determined by agency policy

## This job is open to



### The public

U.S. citizens, nationals or those who owe allegiance to the U.S.

## Clarification from the agency

U.S. Citizens or Nationals

## Announcement number

ENRD-21-050-EXC

## Control number

614187400

## Duties

### Summary

The Indian Resources Section litigates on behalf of federal agencies when they are protecting the rights and resources of federally recognized Indian tribes and their members. This includes defending against challenges to statutes and agency action designed to protect tribal interests and affirmative actions to protect tribal rights and natural resources. The rights at issue include water rights, the ability to acquire reservation land, hunting and fishing rights, and other natural resources.

### Responsibilities

Consistent with the Section's practice, the individual selected will be responsible for handling a range of matters, including some of the most complex cases handled by the Section. This position will allow the individual to utilize his or her superior legal research, writing, and oral advocacy skills in all aspects of negotiation, motions practice and trial.

### Travel Required

Occasional travel - You may be expected to travel for this position.

### Supervisory status

No

### Promotion Potential

15

### Job family (Series)

#### [0905 Attorney](#)

(<https://www.usajobs.gov//Search/Results?j=0905>)

## Requirements

### Conditions Of Employment

- You must be a U.S. Citizen or National.
- You must complete a background investigation including pre-employment drug testing.
- Selective Service Registration is required, as applicable.
- You must maintain a bank account for direct deposit of salary.
- Candidate selected will be assigned to one of the duty locations. You must be willing to report to either Denver, CO or Washington, DC.

### Qualifications

The Section's docket is demanding and requires top caliber work product. Successful applicants will have a demonstrated record of complex case management, initiative and creativity, strong courtroom skills, outstanding legal writing, and a commitment to the highest ethical and professional standards. Experience in water rights litigation and knowledge and experience in Indian, administrative, and constitutional law are highly desirable.

Successful applicants must possess a J.D. degree, be an active member of the bar (any jurisdiction), and must have the following:

- At least 3 years of post J.D. litigation and/or judicial experience to qualify for the GS-13 grade level.
- At least 4 years of post J.D. litigation and/or judicial experience to qualify for the GS-14 grade level.
- At least 5 years of post J.D. litigation and/or judicial experience to qualify for the GS-15 grade level.

The ideal candidate should possess an excellent academic record and strong analytical, writing, and advocacy skills. The ideal candidate should also have a comprehensive understanding of Indian and Water Rights law and federal civil procedure, excellent interpersonal skills, and the ability to work effectively in a team environment.

Years of experience will determine the appropriate salary level. The possible salary range based on locality is as follows:

Denver, CO:

- GS-13 (\$101,028 - \$131,337)
- GS-14 (\$119,384 - \$155,196)
- GS-15 (\$140,428 - \$172,500)

Washington, D.C.:

- GS-13 (\$ 103,690 - \$134,798)
- GS-14 (\$122,530 - \$159,286)
- GS-15 (\$144,128 - \$172,500)

**YOUR RESUME MUST** provide specific details as to how your experience meets the specialized experience as described in the vacancy announcement if you are using experience to meet all or part of the qualification requirements. Please ensure that your resume includes the month and year that you began and ended each position held or that position will not be credited toward meeting the experience requirement. Part-time employment will be prorated in crediting experience. Failure to provide details will result in an ineligible rating.

Only experience and education obtained by the closing date of this announcement will be considered.

## Education

All academic degrees and coursework must be completed at a college or university that has obtained accreditation or pre-accreditation status from an accrediting body recognized by the U.S. Department of Education. For a list of schools that meet this criteria, see [www.ed.gov](http://www.ed.gov) (<http://www.ed.gov/>).

Education completed in foreign colleges or universities may be used to meet the above education requirements if you can show that the foreign education is comparable to that received in an accredited educational institution in the United States. It is your responsibility to timely provide such evidence by submitting proof of creditability of education as evaluated by a credentialing agency with your application materials. More information may be found at <https://www2.ed.gov/about/offices/list/ous/international/usnei/us/edlite-visitus-forrecog.html> (<https://www2.ed.gov/about/offices/list/ous/international/usnei/us/edlite-visitus-forrecog.html>).

All documentation must be in English or include an English translation.

<https://www2.ed.gov/about/offices/list/ous/international/usnei/us/edlite-visitus-forrecog.html> (<https://www2.ed.gov/about/offices/list/ous/international/usnei/us/edlite-visitus-forrecog.html>).

## Additional information

**Veterans Preference:** If you are entitled to or claim veteran preference (VP), you should indicate the type of veteran preference (5 or 10 points) you are claiming on your resume. In order To determine your eligibility, you can find additional information at:

<http://www.opm.gov/policy-data-oversight/veterans-services/vet-guide/> (<http://www.opm.gov/policy-data-oversight/veterans-services/vet-guide/>).

. To verify your veteran preference entitlement, submit a copy of the Member Copy 4 of your DD-214; official statement of service from your command if you are currently on active duty; or other official documentation (e.g., documentation of receipt of a campaign badge or expeditionary medal) that shows your military service was performed under honorable conditions.

**Schedule A:** DOJ welcomes and encourages applications from persons with disabilities and is firmly committed to satisfying its affirmative obligations under the Rehabilitation Act of 1973 to ensure that persons with disabilities have every opportunity to be hired and advanced on the basis of merit within the Department. DOJ also encourages eligible Schedule A applicants to submit their resumes to [resume@benderconsult.com](mailto:resume@benderconsult.com), and reference "Federal Career Opportunities" in the subject line. Additional information is found at: [www.benderconsult.com](http://www.benderconsult.com).

**Selective Service:** If you are a male applicant born after December 31, 1959, you must certify that you have registered with the Selective Service System, or are exempt from having to do so under the Selective Service Law. Additional information is found at:

[www.sss.gov](http://www.sss.gov) (<http://www.sss.gov>).

**Suitability and Citizenship:** It is the policy of the Department to achieve a drug-free workplace and persons selected for employment will be required to pass a drug test which screens for illegal drug use prior to final appointment. Employment is also contingent upon the completion and satisfactory adjudication of a background investigation. Only U.S. citizens are eligible for

employment with the Executive Office for Immigration Review and the United States Attorneys' Offices. Unless otherwise indicated in a particular job advertisement, non-U.S. Citizens may apply for employment with other organizations, but should be advised that appointments of non-U.S. Citizens are extremely rare; such appointments would be possible only if necessary to accomplish the Department's mission and would be subject to strict security requirements. Applicants who hold dual citizenship in the U.S. and another country will be considered on a case-by-case basis.

**Please Note:** The Selecting Official may select additional candidates if more positions become available within 90 days after HR office issues the certificate of eligibles.

## How You Will Be Evaluated

You will be evaluated based on your qualifications for this position as evidenced by the experience you report relative to this position.

**Veterans:** There is no formal rating system for applying veterans' preference to attorney appointments in the excepted service; however, the Department of Justice considers veterans' preference eligibility as a positive factor in attorney hiring. Applicants eligible for veterans' preference must include that information in their cover letter or resume and attach supporting documentation (e.g., the DD 214, Certificate of Release or Discharge from Active Duty and other supporting documentation) to their submissions.

Although the "point" system is not used, per se, applicants eligible to claim 10-point preference must submit Standard Form (SF) 15, Application for 10-Point Veteran Preference, and submit the supporting documentation required for the specific type of preference claimed (visit the OPM website, [www.opm.gov/forms/pdf\\_fill/SF15.pdf](http://www.opm.gov/forms/pdf_fill/SF15.pdf)) for a copy of SF 15, which lists the types of 10-point preferences and the required supporting document(s). Applicants should note that SF 15 requires supporting documentation associated with service-connected disabilities or receipt of nonservice-connected disability pensions to be dated 1991 or later except in the case of service members submitting official statements or retirement orders from a branch of the Armed Forces showing that his or her retirement was due to a permanent service-connected disability or that he/she was transferred to the permanent disability retired list (the statement or retirement orders must indicate that the disability is 10% or more).

## Background checks and security clearance

### Security clearance

[Other](https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/)  
(<https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/>)

### Drug test required

Yes

### Position sensitivity and risk

[Noncritical-Sensitive \(NCS\)/Moderate Risk](https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/)  
(<https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/>)

### Trust determination process

[Credentialing](https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/)  
(<https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/>)

## Required Documents

- Resumé demonstrating relevant experience and mo/year dates the experience was obtained
- Cover Letter with Brief Statement of Interest
- Writing Sample
- OF-306, Declaration of Employment (Signed)
- Law School Transcripts showing proof of J.D. or higher
- DD 214, Certificate of Release or Discharge from Active Duty and other supporting documentation, if applicable.

Your resumé **MUST** include full employment information such as periods of employment with month/year started and ended, title of position(s), PT hours worked, and description of duties. **If you have Federal employment, you must include the grade of the position(s).**

## Benefits

A career with the U.S. Government provides employees with a comprehensive benefits package. As a federal employee, you and your family will have access to a range of benefits that are designed to make your federal career very rewarding.

- [Benefits for federal employees](https://www.usa.gov/benefits-for-federal-employees#item-36407)  
(<https://www.usa.gov/benefits-for-federal-employees#item-36407>)
- [Healthcare insurance](https://www.opm.gov/healthcare-insurance/)  
(<https://www.opm.gov/healthcare-insurance/>)
- [Pay and leave](https://www.usajobs.gov/Help/working-in-government/pay-and-leave/)  
(<https://www.usajobs.gov/Help/working-in-government/pay-and-leave/>)

<https://www.opm.gov/healthcare-insurance/Guide-Me/New-Prospective-Employees/>

Eligibility for benefits depends on the type of position you hold and whether your position is full-time, part-time, or intermittent. Contact the hiring agency for more information on the specific benefits offered.

## How to Apply

You must apply online through USAJOBS. Follow the prompts to register, answer a few questions, and submit all required documents by 11:59 PM (EST) by the closing date to receive consideration.

**Applicants must submit a current resume, cover letter with brief statement of interest, law school transcript, writing sample, OF 306 - Declaration for Federal Employment [https://www.opm.gov/forms/pdf\\_fill/of0306.pdf](https://www.opm.gov/forms/pdf_fill/of0306.pdf) ([https://www.opm.gov/forms/pdf\\_fill/of0306.pdf](https://www.opm.gov/forms/pdf_fill/of0306.pdf)) and DD-214 , if applicable.**

To verify the status of your application, log into your USAJOBS account (<https://my.usajobs.gov/Account/Login> (<https://my.usajobs.gov/Account/Login>)). All of your applications will appear on the Welcome screen. The Application Status will appear along with the date your application was last updated. For information on what each Application Status means, visit: <https://www.usajobs.gov/Help/how-to/application/status/> (<https://www.usajobs.gov/Help/how-to/application/status/>).

If you are unable to apply online, you must request an alternative application which is available from the Office of Human Resources. Please contact Nardia Bennett at [nardia.bennett@usdoj.gov](mailto:nardia.bennett@usdoj.gov) to obtain an alternative application.

### Agency contact information

 Nardia Bennett

#### Phone

(202) 514-0106  
([tel:\(202\)514-0106](tel:(202)514-0106))

#### Email

[Nardia.Bennett@usdoj.gov](mailto:Nardia.Bennett@usdoj.gov)  
(<mailto:Nardia.Bennett@usdoj.gov>)

[Learn more about this agency](#)  
([#agency-modal-trigger](#))

The Indian Resources Section's suits include seeking to establish tribal water rights, protecting treaty hunting and fishing rights, remedying trespasses on tribal lands, and establishing reservation boundaries and rights to land. The Indian Resources Section also defends the United States in legal challenges to agency programs designed to further tribal sovereignty, such as the Department of the Interior's program for acquisition of trust land for tribes. The litigation handled by the Indian Resources Section is of vital interest to Indian tribes and often addresses issues of first impression.

### Visit our careers page

Learn more about what it's like to work at Offices, Boards and Divisions, what the agency does, and about the types of careers this agency offers.

<https://www.justice.gov/enrd/about-division/>  
(<https://www.justice.gov/enrd/about-division/>)

## Next steps

Once your complete application is received, we will conduct an evaluation of your qualifications. The most highly qualified candidates will be referred to the hiring manager for further consideration and possible interview. We expect to make a selection within 80 days of the closing date of this announcement. You will be notified of the outcome.

## Fair & Transparent

The Federal hiring process is setup to be fair and transparent. Please read the following guidance.

### Equal Employment Opportunity Policy

The United States Government does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.

- [Equal Employment Opportunity \(EEO\) for federal employees & job applicants](https://www.eeoc.gov/federal/fed_employees/index.cfm)  
([https://www.eeoc.gov/federal/fed\\_employees/index.cfm](https://www.eeoc.gov/federal/fed_employees/index.cfm))

### Reasonable Accommodation Policy

Federal agencies must provide reasonable accommodation to applicants with disabilities where appropriate. Applicants requiring reasonable accommodation for any part of the application process should follow the instructions in the job opportunity announcement. For any part of the remaining hiring process, applicants should contact the hiring agency directly. Determinations on requests for reasonable accommodation will be made on a case-by-case basis.

A reasonable accommodation is any change to a job, the work environment, or the way things are usually done that enables an individual with a disability to apply for a job, perform job duties or receive equal access to job benefits.

Under the Rehabilitation Act of 1973, federal agencies must provide reasonable accommodations when:

- An applicant with a disability needs an accommodation to have an equal opportunity to apply for a job.
- An employee with a disability needs an accommodation to perform the essential job duties or to gain access to the workplace.
- An employee with a disability needs an accommodation to receive equal access to benefits, such as details, training, and office-sponsored events.

You can request a reasonable accommodation at any time during the application or hiring process or while on the job. Requests are considered on a case-by-case basis.

Learn more about [disability employment and reasonable accommodations](https://www.opm.gov/policy-data-oversight/disability-employment/reasonable-accommodations/)  
(<https://www.opm.gov/policy-data-oversight/disability-employment/reasonable-accommodations/>)  
or [how to contact an agency](https://www.usajobs.gov/Help/how-to/application/agency/contact/).  
(<https://www.usajobs.gov/Help/how-to/application/agency/contact/>)

## Legal and regulatory guidance

[Financial suitability](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/financial-suitability/)  
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/financial-suitability/>).

[Privacy Act](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/privacy-act/)  
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/privacy-act/>).

[Selective Service](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/selective-service/)  
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/selective-service/>).

[Social security number request](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/social-security-number/)  
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/social-security-number/>).

[Signature & False statements](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/signature-false-statements/)  
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/signature-false-statements/>).

[New employee probationary period](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/probationary-period/)  
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/probationary-period/>).