



EMPLOYMENT OPPORTUNITY

People of color, women, individuals with disabilities, veterans, and adults of all ages are strongly encouraged to apply. An equal opportunity employer. [Apply online](http://www.hr.MarinCounty.gov/jobs) (www.hr.MarinCounty.gov/jobs)

PUBLIC DEFENDER INVESTIGATOR I/II

Office of the Public Defender

RECRUITMENT CLOSING DATE: Sunday, May 31, 2026 at 11:59 pm PST

SALARY: \$97,442 - \$142,852 / Annually*

*The salary shown above reflects a 40-hour work week and includes a 5.10% equity adjustment (pending Board of Supervisors approval) effective June 7, 2026. The salary also includes a 4.0% cost of living adjustment effective July 2026.

*5% provided for bilingual skills

*2.5% provided for Defense Investigator Training Academy (DITA) Certificate

Recruitment #0513-26-05

ABOUT US:

At the County of Marin, our employees overwhelmingly report feeling their work is meaningful, they like the work they do, and they are proud to tell people “I work for the County of Marin.” Discover more about us, our values and our organizational culture on the [Department of Human Resources website](#). Read on to find out more about this opportunity.

The Marin County Public Defender’s Office strives to provide effective and innovative legal services by protecting the constitutional rights of clients while treating them with respect and encouraging them to lead productive and positive lives.



ABOUT THE POSITION:

The Public Investigator classification series will transition to a 40-hour workweek (pending Board of Supervisors approval) effective July 5, 2026.

Under specified levels of direction, the Public Defender Investigator I and Public Defender Investigator II:

- Plans and conducts investigations to support the legal defense of a wide variety of criminal and juvenile cases including homicides, assaults, drug possession and sales, and other felony and misdemeanor charges

- Confers with Deputy Public Defenders on the reliability and credibility of witnesses, and on points of law and procedure
- Identifies, locates, and interviews clients, witnesses, complainants, law enforcement officials, and representatives of other agencies to gather information on events surrounding cases
- Locates, obtains, evaluates, and preserves documentary evidence from a variety of sources
- Writes reports of contacts and findings including statements, scene descriptions, and analysis of physical evidence
- Serves subpoenas on those required to testify or submit evidence before the court
- Searches various online resources and databases to locate witnesses, experts, professionals and obtain relevant case information
- Makes arrangements for and transports clients to and from court or to court-ordered programs
- Arranges travel and lodging needs for out-of-county witnesses
- May be required to appear in court to testify as a witness
- Contacts and maintains relationships with and records of, outside agencies, expert witnesses, and forensic experts as reference resources for potential testimony in highly specialized fields
- Conducts surveillance stakeouts as necessary
- Establishes and maintains informant contacts to develop information relevant to cases
- May train, advise and review the work of Investigators, interns or volunteers

There is currently one (1) full time, regular hire vacancy that will be filled at the Public Defender Investigator I or II level. Candidates will be considered for the level(s) for which they meet minimum qualifications.

The Public Defender's Office has embraced a **hybrid work schedule** that considers that some duties of this position may be performed remotely. However, the successful candidate must be able to report to County facilities for meetings, work assignments, and/or disaster service work upon short notice, as needed and deemed appropriate. During the initial probationary period, the successful candidate may be required to work primarily onsite before establishing a hybrid work schedule.

ABOUT YOU:

Our Highly Qualified Candidate:

Our highly qualified candidate has an interest in the criminal justice system and agencies as well as a desire for assisting clients of the Public Defender's Office. The successful candidate must have a professional demeanor, work well independently and in group settings as well as be able to establish effective collaborative relationships with colleagues and people from varying socio-economic levels. The candidate possesses the ability to maintain confidentiality and compassion for individuals they come into contact with while maintaining sensitivity to the competing needs of a wide variety of internal and external stakeholders. Spanish language proficiency is highly desirable. Possession of a California Private Investigator license is desirable.

QUALIFICATIONS

Knowledge of:

- Techniques, principles, and methods used in criminal investigations.
- Methods and techniques of screening, evaluating, and preparing evidence and exhibits for trials (i.e. laboratory procedures incident to the investigation of a crime including ballistics, toxicology, fingerprint comparison, chemical substance identification, and homicide pathology).
- California Penal Code and the Constitution, i.e., laws of arrest, rights of citizens, rules of evidence and court procedures.
- Laws relating to the service of subpoenas.
- Various resources available for locating individuals.

- Mental defenses to a crime such as diminished capacity and legal insanity, including general knowledge of the subject of psychology and psychological testing.
- The criminal justice system, California Department of Corrections, and related agencies.
- Identification of various firearms, firepower, and ballistic patterns for the purpose of investigating cases involving the discharge of firearms.
- Techniques employed in diagramming and making demonstrative evidence to be presented in court.
- Modern office practices, Windows-based computers, including word processing and typing software.

Ability to:

- Read and understand legal codes and cases and technical material in such disciplines as medicine and the physical and social sciences.
- Obtain information through interview.
- Assess the credibility of witnesses and evidence.
- Gather and analyze facts and evidence and draw valid conclusions.
- Organize and prioritize workload to manage cases efficiently; adjust to workload changes; and work under stress to meet deadlines.
- Testify in court in a direct, clear, and concise manner.
- Prepare, present and maintain clear and accurate notes, reports and records.
- Establish and maintain effective working relationships with attorneys, representatives of other agencies, clients, the public, and colleagues.
- Diagram and draft charts or other diagrams required for forensic use.
- Operate and maintain a variety of photographic, recording, and graphic equipment.
- Maintain a congenial attitude under stressful condition with uncooperative individuals.

MINIMUM QUALIFICATIONS:

Public Defender Investigator I

Typically equivalent to an Associate's degree with a major in Criminal Justice, Criminology, Administration of Justice, Forensics, Journalism, Law or a closely related field or possession of a Defense Investigator certificate issued by CDITC, NALI or similar, with the equivalent to an Associate's degree in an unrelated field. Experience in law enforcement, investigations, obtaining personal information through interviewing and investigations, or a closely related field may be substituted for the required education on a year for year basis.

Public Defender Investigator II

Two (2) years of experience comparable to the Public Defender Investigator I, **OR** equivalent to an Associate's degree in Criminal Justice, Criminology, Administration of Justice, Forensics, Journalism, Law or a closely related field **AND** two years of full-time criminal investigative experience which provides the knowledge and skill requirements.

Certificates

Possession of a California Private Investigator license is desirable.

Licenses

Driving a motor vehicle is an essential function of this classification. Employees are generally required to possess a valid Class C California Driver's license and meet automobile insurability requirements of the County including review of a recent DMV history. The County will make reasonable accommodation of the known physical or mental limitations of a qualified applicant with a disability upon request. If a driver's license is required, at the time of the selection interview by the appointing authority, applicants will be required to furnish a recent DMV driving record.

SPECIAL REQUIREMENTS

Must not have been convicted of any crime for which the punishment could have been imprisonment in a federal penitentiary or state prison or any crimes which would prohibit employment in this position under state law. Shall have good moral character as determined by a thorough background investigation. Required to be on call at all hours.

IMPORTANT INFORMATION:

For any questions concerning this position announcement, please contact Linda Kline at linda.kline@marincounty.gov.

All applicants will receive email notifications regarding their status in the recruitment process. Please be sure to check your spam settings to allow our emails to reach you. You may also log into your GovernmentJobs.com account to view these emails.

Testing and Eligible List: Depending on the number of qualified applications received, the examination may consist of a highly qualified review, application screening, online assessment, written examination, oral examination, performance examination, or any combination to determine which candidates' names will be placed on the eligible list. The eligible list established from this recruitment may be used to fill the current vacancy, and any future vacancies for open, fixed-term, full-time or part-time positions which may occur while the list remains active.

Bilingual Testing / Certification: Bilingual assignments require a demonstrated ability to communicate effectively both orally and in writing in English and in the assigned language. If our records do not indicate that you have previously passed a bilingual proficiency exam with the County of Marin, a bilingual proficiency exam will be administered to ensure that you possess the appropriate skill level to meet the requirements of the position.

Disaster Service Workers: All County of Marin employees are designated Disaster Service Workers through state and local law (California Government Code Section 3100-3109). Employment with the County requires the affirmation of a loyalty oath to this effect. Employees are required to complete all Disaster Service Worker-related training as assigned, and to return to work as ordered in the event of an emergency.

Equal Employment Opportunity Employer: If you have questions regarding equal employment opportunities, please contact Roger Crawford, Equal Employment Opportunity Director, at 415-473-2095.

HOW TO APPLY:

[Apply online](http://www.hr.MarinCounty.gov/jobs) (www.hr.MarinCounty.gov/jobs)

Marin County Human Resources Department

3501 Civic Center Drive, Room 415, San Rafael, CA 94903-4189

Office Phone (415) 473-6104, TTY use 711 for CRS

Paper or Faxed application documents WILL NOT be accepted. If you need assistance completing an online application, contact us at 415 473-2126 or TTY use 711 for California Relay Service (CRS)

Reasonable accommodation for people with disabilities may be requested by calling (415) 473-6104 (voice) or TTY use 711 for CRS at least five work days in advance of a potential scheduled exam, recruitment step or interview. Copies of documents are available in alternative formats upon request.