Department of Human Resources & Civil Service

Job Announcement
Please Post Conspicuously

Adam J. Bello
County Executive

Andrea M. Guzzetta Zury
Director

TITLE: FIRST ASSISTANT CONFLICT DEFENDER

SALARY: $107,409 - $148,680 annually

LOCATION: Monroe County Department of Public Safety - Conflict Defender's Office

JOB SUMMARY:
This is an administrative and legal position responsible for assisting the Conflict Defender with the supervision, administration, and oversight of the Conflict Defender's Office in the Department of Public Safety. Duties include representing clients in the Rochester City Court, and who are on parole. Must be available at all times to serve as 'Counsel at First Appearance'. The employee reports directly to, and works under the general supervision of the Conflict Defender. General supervision is exercised over assistant conflict defenders and other subordinate staff. Does related work as required.

CHARACTERISTICS OF THE IDEAL CANDIDATE:

1. The First Assistant Conflict Defender shall be an attorney duly licensed to practice law in the State of New York with at least ten (10) years of experience handling criminal and/or Family Court matters. Experience as a criminal defense attorney and/or parent's attorney would be preferable.

2. Experience in an institutional defense office including experience as a supervisor would be a plus.

3. The First Assistant Conflict Defender should have experience working with low income individuals or communities of color and a commitment to racial equity, diversity and inclusion. As well as a commitment to clients and exceptional advocacy.

4. The First Assistant Conflict Defender must possess clear and effective communication skills and have the ability to build relationships with clients, judges, lawyers, court administrators, other persons within the court system, and court officials.

SPECIAL REQUIREMENTS:
This position is subject to a background check for criminal convictions. Convictions will be considered but will not automatically disqualify the candidate. No criminal background check will occur until after a conditional offer of employment has been made, unless required prior to a conditional offer because of the nature of the position or otherwise required by law.

Candidates for employment with Monroe County Government will be required to pass a pre-employment drug test. Failure to meet the standards may result in disqualification.

If you are appointed, you will be required to possess a valid license to operate a motor vehicle in New York State or otherwise demonstrate your capacity to meet the transportation needs of the position.

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An Equal Opportunity Employer

ADDITIONAL INFORMATION:
Visit: https://www.monroecounty.gov/hr-choosemonroe for more information on our county's generous paid time off, 14 holidays and more.

RESIDENCY REQUIREMENT:
Applicant must be a resident of Monroe County at the time of appointment.

APPLY ONLINE OR SEND CIVIL SERVICE APPLICATION TO:

MONROE COUNTY DEPARTMENT OF HUMAN RESOURCES
39 WEST MAIN STREET - ROOM 210
ROCHESTER, NEW YORK 14614

Posting Date: September 10, 2026

Posting Deadline: Until filled

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