



UNITED STATES DISTRICT COURT District of New Mexico

Honorable Kenneth J. Gonzales, Chief Judge
Mitchell R. Elfers, Clerk of Court

Office of the Clerk

333 Lomas Blvd. NW, Suite 270, Albuquerque, NM 87102

Telephone: 505-348-2000

NOTICE OF JOB OPPORTUNITY

Vacancy Announcement #: 26-DNM/CS-2

ANNOUNCEMENT DATE:	March 9, 2026
CLOSING DATE:	Open Until Filled <i>Preference given to applications received by March 23</i>
POSITION:	Official Court Reporter, Full-time, 2 positions
STARTING LEVEL/SALARY:	CR Level 1 – 5 \$95,454 to \$115,788 Annual* , plus transcript sales <i>* Salary dependent on certifications, experience and location</i>
HIRING BONUS:	Available
LOCATION:	Albuquerque and Las Cruces, New Mexico

The District of New Mexico is excited to announce we have multiple opportunities for qualified individuals to join our team of exceptional Official Court Reporters and provide realtime reporting services for one of the busiest courts in the country – in a setting like no other.

We are seeking to fill two (2) full-time positions, one in Albuquerque and one in Las Cruces. **Please indicate desired location (Albuquerque or Las Cruces) in cover letter.**

Court Reporters are employed by the Court en banc and serve at the pleasure of the Court. Court Reporters must comply with the requirements of the Judicial Conference of the United States and the *Plan for Management of Court Reporting Services for the District of New Mexico*. Successful applicants will report to the Chief Deputy in Albuquerque.

Not familiar with our beautiful state? Click [here](#) to see what makes New Mexico so unique.

REPRESENTATIVE DUTIES AND RESPONSIBILITIES

- ◆ Attend and record verbatim reporting of proceedings held before judicial officers as specified by statute, rule, or order of the Court, and provide transcripts of those proceedings upon request.
- ◆ Produce accurate, simultaneous realtime transcription utilizing computer-aided transcription (CAT).

- ◆ Maintain accurate and legible records of time, attendance, transcript production, and earnings which are subject to audits. Complete and submit all reports as directed by the Judicial Conference. Determine billing and formats which comply with the Judicial Conference requirements.
- ◆ Complete and timely file or deliver transcripts and other required documents. Certify and file with the Clerk of Court original records and a copy of transcripts prepared.
- ◆ Must become familiar with and adhere to all requirements of the *Court Reporter Management Plan* for the district.
- ◆ Must be able to read back all or any portions of the court record, to perform well under pressure, to produce transcripts within strict time limitations, and to work as part of a team of reporters for the judges of this court.
- ◆ Respond timely to official correspondence. Comply with all administrative duties assigned by the supervisor and the Court and be available to work irregular hours as dictated by the Court.

MINIMUM REQUIRED EXPERIENCE/QUALIFICATIONS

- ◆ At least one year of prime court reporting experience in the freelance field of service, in other courts, or a combination thereof (e.g., depositions, adversary proceedings before a presiding official, grand jury proceedings).
- ◆ Be qualified by testing for listing on the registry of professional reporters (RPR) of the National Court Reporters Association (NCRA) or have passed an equivalent qualifying examination (evidence must be provided).
- ◆ Must be able to provide realtime reporting to judge and possess all necessary realtime equipment and software. **Realtime certification is preferred, however, candidates who are capable of providing realtime and are actively working toward certification will also be considered.**
- ◆ Applicants holding a Certificate of Merit from the NCRA are preferred.

SALARY LEVELS

Official court reporters are paid an annual salary as below, based on their certifications and the pay table for their location, plus transcript fees established by the Judicial Conference.

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| ◆ CR Level 1 – Starting salary | \$96,490 (Albuquerque) or \$95,454 (Las Cruces) |
| ◆ CR Level 2 – Starting salary + 5% | Requires merit certification |
| ◆ CR Level 3 – Starting salary + 10% | Requires realtime certification |
| ◆ CR Level 4 – Starting salary + 15% | Requires realtime certification and merit certification |
| ◆ CR Level 5 * - Starting salary + 20% | Requires realtime certification, merit certification, and longevity (10 years of service in the federal courts) |

* *Level 5 only applies to current Federal Judiciary Court Reporters hired before 10/11/09 and transferring without a break in service from another federal court.*

HIRING BONUS

Qualified candidates may be eligible to receive a recruitment bonus (new appointees only), or a relocation bonus (current federal employees who must relocate to a different geographic area to accept the position). The bonus is calculated as a percentage of the individual's base pay, and payment is contingent upon the employee signing a service agreement.

CONDITIONS OF EMPLOYMENT

- ◆ Employees must be United States citizens or eligible to work for the United States government.
- ◆ Employees of the United States District Court 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 a Code of Ethics and Conduct. Employees are subject to strict confidentiality requirements.
- ◆ Selectees are subject to a background check or investigation and subsequent favorable suitability determination. An individual may be hired provisionally pending successful completion of the necessary records checks.
- ◆ The court provides reasonable accommodations to applicants with disabilities.
- ◆ This position is subject to EFT (direct deposit of salary earnings).

BENEFITS

A generous benefits package is available, including

- ◆ A minimum of 11 paid holidays
- ◆ For reporters with a regular tour of duty:
 - Paid annual leave in the amount of 4 – 8 hours per pay period (13 – 26 days per year, pro-rated for part-time schedule), depending on length of service
 - Paid sick leave in the amount of 4 hours per pay period (13 days per year)
 - Paid parental leave (12 weeks after one year of service)
- ◆ Potential for occasional telework, flexible work schedule
- ◆ Optional participation in Federal Employees Health Benefits plans, including dental and vision insurance; flexible spending accounts; life insurance
- ◆ Retirement benefits, including the Thrift Savings Plan (TSP)
- ◆ Credit for prior government service

APPLICATION INFORMATION

Submit a **single PDF** with the following materials to usdcjobs@nmd.uscourts.gov:

- ◆ **Cover letter,**
- ◆ **Résumé with three references,**
- ◆ **Copy of certifications (e.g., CRR), and**
- ◆ **AO-78, Federal Judicial Branch Application for Employment ***

* The AO-78 can be downloaded at <http://www.nmd.uscourts.gov/employment>

PLEASE INCLUDE "COURT REPORTER, DNM" IN THE SUBJECT LINE

Illegible or incomplete applications may result in loss of consideration for the position. ZIP files and links to file sharing services (e.g., DropBox, OneDrive) will not be accepted. PDF size is limited to 10 MB. Documents that cannot be downloaded by the court cannot be considered.

Only qualified applicants will be considered for this position and are encouraged to apply. Only applicants selected for an interview will be contacted. Initial interviews may be conducted remotely via videoconference; travel for any in-person interviews will be at applicant's expense. The U.S. District Court reserves the right to amend or withdraw any announcement without written notice to applicants. If a subsequent vacancy of the same position becomes available within a reasonable time of the original announcement, the court may select a candidate from the original qualified applicant pool.

THE UNITED STATES DISTRICT COURT IS AN EQUAL OPPORTUNITY EMPLOYER