



# 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 #: 25-LC/JSP-1

|                               |   |
|-------------------------------|---|
| <b>ANNOUNCEMENT DATE:</b>     | <b>April 14, 2025</b>   |
| <b>CLOSING DATE:</b>          | <b>August 1, 2025 or until filled</b><br><i>Job commences August 17, 2026</i>   |
| <b>POSITION:</b>              | <b>Term Law Clerk, Full-time</b>  |
| <b>STARTING LEVEL/SALARY:</b> | <b>JSP 11/Step 1 to JSP 13/Step 10</b><br><b>\$73,939 to \$137,000 Annual</b> (2025 pay tables)<br><i>Depending on Qualifications</i> |
| <b>LOCATION:</b>              | <b>Las Cruces, New Mexico</b>   |

The Honorable Damian L. Martínez, United States Magistrate Judge, is seeking a term law clerk to join his chambers. This position is located onsite in the Las Cruces division of the U.S. District Court for the District of New Mexico. The law clerk provides legal support to Judge Martínez by conducting legal research and preparing legal documents such as orders, memoranda, and draft opinions; case management; court calendar monitoring; and performing other duties as assigned. A law clerk in this position will primarily work on civil matters.

Successful candidate must comply with the requirements of the Judicial Conference of the United States Courts and the *Guide to Judiciary Policy*.

This announcement is for a Full-time Term law clerk position of approximately 24 months, **commencing August 17, 2026**. A different term length is possible for the right candidate.

### **MINIMUM REQUIRED EXPERIENCE/QUALIFICATIONS**

Requires a Juris Doctor degree. To qualify for the position of a Law Clerk on the staff of a federal judge, a person must be a law school graduate (or be certified as having completed all law school studies and requirements and merely awaiting conferment of degree) from a law school of recognized standing, and have one or more of the following attributes:

- ◆ Standing within the upper third of the law school class from a law school on the approved list of either the American Bar Association or the Association of American Law Schools;

- ◆ Experience on the editorial board of a law review of such a school;
- ◆ Graduation from such a school with an LLM degree; or
- ◆ Demonstrated proficiency in legal studies, which in the opinion of the Court, is the equivalent of one of the above.

To qualify for appointment to a JSP 12 or above, an individual must 1) be a member in good standing of the bar of a state, territory, or Federal Court of general jurisdiction, and 2) have legal work experience after graduation from law school..

### **COURT PREFERRED EXPERIENCE/QUALIFICATIONS**

- 1) Standing within the upper quarter (25%) of the law school is strongly preferred;
- 2) Law review experience or moot court participation is strongly preferred; and
- 3) Previous federal law clerk or other post-law school legal work experience is desired.

### **PERSONAL CHARACTERISTICS**

The successful candidate should possess good judgment, good analytical skills, and a strong work ethic; demonstrate tact, initiative, and ability to work independently; and maintain a professional appearance and demeanor at all times. The candidate must also be able to communicate effectively, both orally and in writing.

### **CONDITIONS OF EMPLOYMENT**

- ◆ Employees must be United States Citizens or eligible to work in the United States.
- ◆ 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.
- ◆ Selectees are subject to an FBI fingerprint check or investigation and may be subject to periodic updates. 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 to full-time excepted employees, including

- ◆ A minimum of 11 paid holidays, although the clerk will have to work some of them.
- ◆ Optional participation in Federal Employees Health Benefits plans, including dental and vision insurance; Federal Employees Group Life Insurance; Flexible Benefits Program
- ◆ Retirement benefits\*: FERS and Thrift Savings Plan (TSP)  
\* *Only if transferring from a previously covered position without a break in service.*
- ◆ Credit for prior government service

## **APPLICATION INFORMATION**

Qualified applicants must submit a **cover letter with three references, current résumé, Law Grade Sheet, two writing samples, and AO-78** \* (*Federal Judicial Branch Application for Employment*) **via OSCAR** (<https://oscar.uscourts.gov/>).

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

Illegible or incomplete applications may result in loss of consideration for the position.

*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**