

## **Texas Chief Public Defender Hiring Rubric**

Use this tool to help evaluate chief public defender candidates. A candidate's score will help determine whom to interview and whom to hire. When a candidate does not fit neatly into a category, use your best judgment to score the candidate.

	0	1	2	3	4
	Does Not Meet	Approaches	Meets	Exceeds	Outstanding
Leadership	Has not led a legal	Has led a legal	Has led a legal	Has led a legal organization	Has led a legal organization for
	organization as	organization as chief,	organization as chief,	as chief, first assistant, or	15+ years, including 5+ years as
	chief, first	first assistant, or	first assistant, or	division director for 10-14	chief, first assistant, or division
	assistant, or	division director for	division director for	years. May instruct other	director. Instructs other leaders.
	division director.	1-4 years.	5-9 years.	leaders.	
Litigation	Has litigated	Has litigated criminal	Has litigated criminal	Has litigated criminal cases	Has litigated criminal cases for
	criminal cases for	cases for 4–6 years	cases for 7-14 years	for 15-19 years or has tried	20+ years or has tried 50+ cases
	0-3 years or has	or has tried 10-14	or has tried 15-24	25-49 cases to verdict. May	to verdict. Has taught litigation
	tried 0-9 cases to	cases to verdict.	cases to verdict.	have taught litigation skills.	skills.
	verdict.				
Public Defense	Has never worked	Has worked in a	Has worked in a	Has worked in a public	Has worked in a public defender
	as a public	public defender	public defender	defender office for 10-14	office for 15+ years. Has served
	defender.	office for 1-4 years.	office for 5-9 years.	years. May have served in a	in a public defender leadership,
				public defender leadership,	management, or supervision
				management, or supervision	role.
				role.	
Supervision	Has not served as a	Has supervised 1-4	Has supervised 5-9	Has supervised 10+ attorneys	Has supervised 10+ attorneys
	supervisor.	attorneys and staff.	attorneys and staff.	and staff. Has served as a	and staff. Has served as a
		Has served as a	Has served as a	supervisor for 8-14 years.	supervisor for 15+ years. Has
		supervisor for 1-3	supervisor for 4-7	May have taught other	taught other supervisors.
		years.	years.	supervisors.	
Management and	Has not managed	Has managed daily	Has managed daily	Has managed daily	Has managed daily operations
Budgeting	daily operations	operations for a legal	operations for a legal	operations for a legal	for a legal organization for 10+
	for a legal	organization for 1-3	organization for 4-6	organization for 7-9 years.	years. Has created, proposed,
	organization. Has	years. May have	years. Has helped	Has created, proposed,	advocated for, or overseen
	not created or	helped create or	create or oversee an	advocated for, or overseen	organizational budgets in
	overseen an	oversee an	organizational	organizational budgets in	multiple years. May have taught
	organizational	organizational	budget.	multiple years.	or written about management
	budget.	budget.			or budgeting.