



**FOURTEENTH COURT OF APPEALS
JOB VACANCY NOTICE**

State Job Title: Attorney IV

Posting#: 14-26-03-AT

Closing Date: Until filled

Location: Houston, Texas

Salary Range: \$ 135,000 - 140,980.08 per year
(depending on experience)

Start Date: 09-01-26

GENERAL JOB DESCRIPTION:

The Fourteenth Court of Appeals, Houston, Texas, is accepting applications for the position of **Staff Attorney**.

The attorney in this position is expected to perform highly advanced work with in-depth analysis and presentment of legal issues. The position provides opportunities to use initiative and mature judgment in assisting the justices in the disposition of appeals and original proceedings.

In helping to process the work of the court, the attorney provides advice and counsel to the justices of the court. The attorney reviews records and briefs, conducts legal research, and makes recommendations to justices. Working with direction from the justices of the court, the attorney prepares written memoranda and initial drafts of court opinions. The job requires a strong command of appellate law and procedure and a strict adherence to rules of confidentiality and judicial ethics.

The attorney will be expected to respond to directions from all justices, but with opportunity for use of initiative and mature judgment.

ESSENTIAL JOB FUNCTIONS:

Applicants must have the ability to work independently. Essential job functions for the position include:

- reviewing appellate records and filings to assist justices in resolving issues presented in civil and criminal appeals and original proceedings;
- conducting legal research;
- analyzing statutes, judicial decisions, and other legal sources;
- assessing cases for jurisdictional issues and attending to special issues;
- consulting with members of the court on substantive and procedural issues, formulating recommendations to panel members, and preparing memoranda and initial drafts of proposed orders, opinions and judgments;
- assisting with review of motions and preparation of separate writings and related work, as assigned;
- assisting panel members in preparation for oral argument, attending oral argument and participating in pre-submission and post-submission conferences;
- generally helping to process the work of the court, observing court rules, following court processes and procedures, and maintaining confidences of the court; and
- performing related work as assigned.



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MINIMUM QUALIFICATIONS:

Applicants must have the following qualifications:

- Graduation from an accredited law school with a Juris Doctor degree;
- License to practice law in the State of Texas;
- Minimum of five years' experience as a practicing attorney;
- Ability to prepare, plan, and organize work, and to communicate clearly and effectively.
- Knowledge of legal principles in civil and criminal areas;
- Knowledge of the Texas Rules of Appellate Procedure, Uniform System of Citation, and Texas Rules of Form;
- Ability to identify, analyze, and resolve legal and procedural issues and to present findings and conclusions, both orally and in writing;
- Excellent legal-research skills, including a proficiency in computer research and cite checking;
- Excellent legal writing, editing, and proofing skills;
- Word processing skills to include familiarity and working knowledge of Microsoft Office 365.

PREFERRED QUALIFICATIONS:

- Previous appellate court experience;
- Seven or more years' experience;
- Top 20% of law school graduating class; and
- Experience on a law review, law journal, or other publication.

RELATED MILITARY OCCUPATIONAL SPECIALTY CODES:

The following Military Occupation Specialty (MOS) codes are generally applicable to this position: 27A, 250X, 4402, 4405, 4406, 4407, 4408, 4409, 4410, 4411, 4417, 51JX, 92J0, LGL10, LGL11.

Military crosswalk link: [Military Crosswalk for Occupational Category - Legal \(texas.gov\)](#)

E-VERIFY:

This employer participates in E-Verify and will provide the Social Security Administration (SSA) and, if necessary, the Department of Homeland Security (DHS), with information from each new employee's Form I-9 to confirm work authorization.



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APPLICATION PROCEDURES:

Submit a **single** complete electronic application consisting of the following in **pdf format**:

1. resume or curriculum vitae;
2. electronically-signed **State of Texas Job Application** for employment; available on the Fourteenth Court's website career page: <http://www.txcourts.gov/14thcoa/careers/>
3. law school transcripts and class rank or explanation from law school of general percentile rankings;¹
4. writing sample;
5. three references familiar with the applicant's work product and work habits; and
6. cover letter.

Email completed applications to 14thHR@txcourts.gov. You may also email any questions to 14thHR@txcourts.gov.

Personal interviews will be conducted by invitation only.

The Fourteenth Court of Appeals is an Equal Opportunity Employer and does not discriminate on the basis of a person's race, color, religion, sex (including pregnancy, transgender status, and sexual orientation), national origin, age (40 or older), disability or genetic information. In compliance with the Americans with Disabilities Act, any request for reasonable accommodations needed during the application process should be communicated by the applicant to the Clerk of the Court.

¹ For applicants with more than three years' experience as a practicing attorney, a resume may substitute for law school transcript in initial application.