

UNITED STATES COURT OF APPEALS FOR VETERANS CLAIMS
625 Indiana Avenue, N.W., Suite 900
Washington, D.C. 20004

POSITION VACANCY ANNOUNCEMENT

Announcement No.: 26-10
Issuing Date:04/22/2026
Closing Date:Open Until Filled

Position: Staff Attorney [multiple positions]

Pay: Court Schedule (CS) 12/13/14 (equivalent to GS 12/13/14; salary range including Washington-Baltimore 2026 Locality Pay is \$102,415 to \$187,093).

CONDITIONS OF EMPLOYMENT

This appointment is made without regard to Title 5 governing appointments in the competitive service. All appointments are excepted service.

A background security investigation will be required. Appointment will be subject to the applicant's successful completion of fingerprinting and a favorably adjudicated background security investigation. Failure to meet these requirements will be grounds for termination.

Veterans Information: There is no formal rating system for applying veterans' preference to attorney appointments in the excepted service; however, the U.S. Court of Appeals for Veterans Claims considers veterans' preference eligibility a positive factor for attorney hiring. Applicants eligible for veterans' preference must include that information in their cover letters or resumes and attach supporting documents (e.g., DD Form 214, Certificate of Release, or Discharge from Active Duty) to their submissions.

Area of Consideration: Nationwide – *The Court does not pay relocation expenses.*

DUTIES AND RESPONSIBILITIES

The staff attorney position is in the Court's Central Legal Staff, which is located in the Office of the Clerk of the Court. The duties and responsibilities of the position are performed under the general supervision of the Chief Staff Attorney and include, but are not limited to the following:

- Conducting conferences with the litigating parties, using mediation techniques, to explore the possibility of settlement or to narrow the issues to be briefed; to settle applications for attorney fees and expenses; and to resolve disputes over the content of the record on appeal;
- Analyzing case materials and drafting procedural orders for Judges and the Clerk of the Court;
- Responding to inquiries from Judges and others about Court cases, including screening appeals and petitions and researching and preparing memoranda of law;
- Performing other legal duties, as required.

QUALIFICATIONS

The selectee must have:

- A professional law degree (juris doctor (J.D.)) from a law school accredited by the American Bar Association and be an active member of the bar of the highest court of any state, the District of Columbia, or a territory, possession, or commonwealth of the United States within the meaning of 48 U.S.C. § 1904(e)(5).
- Progressively responsible experience in the practice of law, legal research, legal administration, or equivalent experience received after graduation from law school. Applicants must have two years of post-J.D. legal work experience to qualify for grade 12, three years of post-J.D. legal work experience to qualify for grade 13, or four years of post-J.D. legal work experience to qualify for grade 14. One year must be at, or equivalent to, the next lower grade in the federal service.
- Experience in veterans' benefits law is required.

Note: Mediation experience, a judicial clerkship, and experience in court operations or administration is beneficial but not required.

Educational Substitutions: A masters of law (LL.M.) degree is equivalent to one year of legal work experience.

Promotion Potential: This position will be filled at CS-12, 13, or 14, dependent on the successful applicant's level of experience. The position may have promotion potential up to CS-14 without further competition, subject to satisfactory performance and compliance with applicable Court policies.

Note: Selectee will be subject to a two-year probationary period.

Instructions for Applying: Applications must include the following materials:

1. Cover letter;
2. Resume;
3. Completed OF 306 (Declaration for Federal Employment) (available on the Court's website at www.uscourts.cavc.gov under **Employment**);
4. Self-edited legal writing sample (not to exceed 10 pages); and
5. Two professional references (non-family members) with the names, telephone numbers, and e-mail addresses of those references.

Submit application packet to: Human Resources Office at employment@uscourts.cavc.gov.

Please include the vacancy announcement number in the subject line. Please submit all electronic documents in one PDF file. **This announcement will remain open until all positions are filled.**

The Court reserves the right to modify the conditions of this announcement, commence interviews immediately, withdraw the announcement, or fill the position at any time, any of

which actions may occur without notice.

Failure to provide the required information and/or materials may result in your not being considered for employment.

The United States Court of Appeals for Veterans Claims is an equal opportunity employer. All applicants will receive consideration without regard to race, color, age, sex (including pregnancy), gender identity, sexual orientation, religion, marital status, national origin, disability, or political affiliation.