



Bakersfield, California
www.caed.uscourts.gov

Position Details

Job Grade: JSP 12 – 14
Starting Salary Range:
\$104,349 – \$146,632 (DOE)

Closing Date: Open until filled;
however, materials filed by April
30, 2026, will be given preference.

How to Apply:

Applicants must submit materials electronically through the OSCAR system located at <https://oscar.uscourts.gov/>. The posting is under the account of U.S. Magistrate Judge Christopher D. Baker.

Applicants must provide:

- 1) An introductory cover letter addressed to U.S. Magistrate Judge Christopher D. Baker, c/o U.S. District Court, 510 19th Street, Suite 200, Bakersfield, CA 93301
- 2) A chronological resume
- 3) A writing sample written within the past year and not more than 10 pages in length
- 4) Copy of law school transcript
- 5) A list of at least 3 professional references (at least 1 must be a person the applicant has worked for in the past 2 years)

U.S. Magistrate Judge Christopher D. Baker is seeking candidates for one career law clerk position. The incumbent would support Judge Baker by conducting extensive research and writing in support of Judge Baker's docket of civil, prisoner, habeas corpus and Social Security cases. The incumbent also would assist Judge Baker with managing his caseload and preparing for case-related hearings, conferences, and trials.

The career designation of the position indicates an open term of appointment expected to be at least 4 years or longer. The designation qualifies the incumbent for federal retirement benefits coverage.

The selected candidate will be expected to commence employment in or about early-August 2026 and will perform all duties and responsibilities in-person at the Bakersfield courthouse.

MINIMUM QUALIFICATIONS

For consideration, applicants must be law school graduates with excellent academic records and excellent research and writing skills. Applicants who possess post-graduate legal work experience in a high-volume, production-oriented work environment are preferred and candidates who possess federal extern or federal law clerk experience are highly preferred.

SALARY

Candidates with at least one year of post-graduate legal work experience and Bar membership in a state, territorial or Federal Court of general jurisdiction will be placed at a JSP grade 12 step 1 (\$104,349).

Candidates with at least two years of post-graduate legal work experience and Bar membership in a state, territorial or Federal Court of general jurisdiction will be placed at a JSP grade 13 step 1 (\$124,085).

Candidates with three or more years of post-graduate legal work experience and Bar membership will be placed at a JSP grade 14 step 1 (\$146,632) if at least two of the three years of required experience were as a law clerk in the federal judiciary and/or in a Federal Supreme Court Fellowship.

DISCLOSURES

- The Court reserves the right to modify the conditions of this job announcement, or to withdraw the announcement, any of which may occur without prior written or other notice.
- Only qualified applicants will be considered for this position and participation in the interview process will be at the applicant's own

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Benefits:

- Paid Holidays
- Health Insurance
- Dental & Vision Insurance
- Flexible Spending Account
- Life Insurance
- FERS Retirement Coverage including participation in the Thrift Savings Plan (TSP)

For more information about benefits go to: [USCourts.gov](https://uscourts.gov)

expense. Relocation expenses will not be provided.

- Court employees serve under “Excepted Appointments” and are considered “at will” employees exempt from Federal Civil Service classifications and regulations. California employment laws also do not apply. Court employees are entitled to the same benefits as Federal Civil Service employees.
- Court employees are subject to a Code of Conduct. A copy can be found on the *Careers>Employment Information>Code of Conduct* section of the court’s website at www.caed.uscourts.gov.
- The selected candidate will be subject to an FBI fingerprint background check. All information provided is subject to verification and background investigation.
- Applicants must meet citizenship requirements to work for the United States government. Requirements can be found through the *Careers>Employment Information>Disclosures* section of the court’s website at www.caed.uscourts.gov.

