



**UNITED STATES  
DISTRICT COURT  
DISTRICT OF MINNESOTA**

Human Resources Office  
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**Warren E. Burger Federal  
Building and U.S. Courthouse**  
316 North Robert Street  
Room 100  
St. Paul, MN 55101

**Diana E. Murphy  
U.S. Courthouse**  
300 South Fourth Street  
Room 202  
Minneapolis, MN 55415

**Gerald W. Heaney Federal  
Building and U.S. Courthouse  
and Customhouse**  
515 West First Street  
Duluth, MN 55802

**Edward J. Devitt U.S.  
Courthouse and Federal  
Building**  
118 South Mill Street  
Fergus Falls, MN 56537

**NOTICE OF JOB OPPORTUNITY  
Term Law Clerk for Magistrate Judge Dulce J. Foster  
Vacancy Announcement #2025-14**

**ANNOUNCEMENT DATE:** July 18, 2025

**CLOSING DATE:** Preference given to applications submitted by August 1, 2025, 4:00 p.m. Central Time.  
Open until filled.

**POSITION:** Term Law Clerk, Full-time

**STARTING LEVEL/SALARY:** JSP11-14 (\$80,609 – \$176,493/year) *Depends on qualifications*

**AREA OF CONSIDERATION:** Open to all sources

**LOCATION:** Minneapolis, MN

**PREFERRED START DATE:** August/September 2025

**POSITION OVERVIEW**

The United States District Court for the District of Minnesota invites applications for the position of Term Law Clerk to United States Magistrate Judge Dulce J. Foster. This is a term appointment with the length of employment expected to last one or two years with the possibility of extension (in no case exceeding four years) at the discretion of the judicial officer, unless the candidate applies for and obtains a career clerk position. The nature of a law clerk position includes working closely with the judge on a daily basis. The ideal candidate must be willing and able to physically report to chambers most days as needed, but a partially remote/hybrid work schedule is negotiable.

**REPRESENTATIVE DUTIES**

The primary duties of the position include responsibilities such as researching substantive issues of federal and state law, drafting legal memoranda, opinions, and orders, attending court conferences and proceedings, and case tracking and management under deadlines. Additional duties include interacting with chambers staff, court personnel, litigants, and the public, and providing trusted legal support to the judge. The selected candidate may perform other duties as assigned. The successful candidate must exhibit the highest standards of excellence and integrity, and display a courteous, professional, and cooperative attitude to all.

**QUALIFICATIONS AND REQUIREMENTS**

At the time of appointment, the candidate must possess the following minimum requirements:

- Graduation 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 or similar writing experience;



- Graduation from such a school with an LLM degree; or
- Demonstrated proficiency in legal studies, which in the opinion of the appointing judge is the equivalent of one of the above.

Salary depends on qualifications.

- JSP 11 (\$80,609) - graduation from an accredited law school
- JSP 12 (\$96,616) - one year of post-law school graduation experience and bar membership
- JSP 13 (\$114,890) - two years of post-law school graduation experience and bar membership
- JSP 14 (\$135,765) – three\* years of post-law school graduation experience and bar membership (\*two of three required years of post-law school graduation experience must be federal)

Legal work experience is experience in the practice of law, in legal research, legal administration, or equivalent experience received **after graduation from law school.**

#### **PREFERRED QUALIFICATIONS**

- Prior clerkship.
- Experience in a comparable position emphasizing legal writing and analysis.
- Prior work experience in a legal or non-legal setting.
- Possess a demonstrated commitment to public service or public interest law.
- Proficiency in computer-assisted legal research and Microsoft Office products, such as Word, Excel, Outlook, Teams, and OneNote.
- Strong analytical ability.
- Excellent verbal, written, and interpersonal skills.
- A track record that demonstrates outstanding organizational skills.
- Good communication skills and attention to detail.
- A strong work ethic.

#### **ENVIRONMENTAL DEMANDS**

- Work is performed primarily in an office setting or courtroom.
- Some travel may be required.
- Some lifting may be required to handle and set up equipment in the courtroom.

#### **APPLICATION INFORMATION**

To apply, email the PDF documents to [hr-usdc@mnd.uscourts.gov](mailto:hr-usdc@mnd.uscourts.gov) and add “2025-14 Term Law Clerk – DJF” in the email subject line.

A complete application includes the following in PDF format:

1. Cover letter addressing the qualifications, skills, and experience necessary to perform the job;
2. Current resume;
3. Copy of law school transcript;
4. Contact information for three (3) professional references;
5. At least two (2) letters of recommendation;
6. One legal writing sample at least five pages, but no more than twenty pages; and



7. A completed Application for Employment (AO78) found here - <https://www.uscourts.gov/forms/human-resources-forms/application-judicial-branch-federal-employment>;

All application materials received will be reviewed to identify the best qualified candidates. **Only applicants selected to proceed to the next phase of the selection process will be notified.** All application materials must be attached to the email as directed.

If interviews are held in person, applicants are responsible for any travel costs.

The U.S. District Court reserves the right to modify the conditions of this job announcement, to withdraw the announcement, and to fill the position sooner than the closing date, if a closing date is shown, any of which actions may occur without prior written notice.

### **CONDITIONS OF EMPLOYMENT**

- Applicants must be U.S. citizens or permanent residents seeking U.S. citizenship. Noncitizens must execute an affidavit indicating their intent to apply for citizenship when they become eligible to do so.
- Judiciary employees serve under excepted appointments and are considered “at-will” and may be terminated with or without cause or notice by the court.
- Employees of the U.S. District Court are not classified under Civil Service.
- The U.S. District Court requires employees to adhere to the [Code of Conduct for Judicial Employees](#). This position is also subject to mandatory Electronic Fund Transfer (EFT) for payroll deposit.
- The final candidate is subject to FBI Fingerprinting and a background investigation, including criminal history. Employment is provisional and contingent upon a successful background check.

### **BENEFITS**

- The opportunity to serve in a rewarding public service position.
- Accrual of paid vacation and sick leave.
- 12 paid holidays.
- Extensive health, life, dental, and vision plans.
- Pre-tax transportation, medical, and childcare reimbursement accounts.
- Transit Subsidy Program.
- No cost on-site fitness center.

**The U.S. District Court is an Equal Opportunity Employer**