



**UNITED STATES DISTRICT COURT
MIDDLE DISTRICT OF TENNESSEE**

**POSITION ANNOUNCEMENT
January 21, 2026**

POSITION TITLE: Career Law Clerk (full-time, open term)

ANNOUNCEMENT NO.: 2026-2

DUTY LOCATION: Nashville, Tennessee

GRADE LEVEL: JSP 12 (\$89,508) to JSP 14 (\$125,776) Starting salary commensurate with qualifications and work experience

START DATE: Position available approximately April 1, 2026

OPEN PERIOD: Open until filled

POSITION OVERVIEW:

The United States District Court for the Middle District of Tennessee has nominated Luke Evans to fill a U.S. Magistrate Judge position. Judge Nominee Evans' appointment is subject to his successful completion of a background investigation. If successful, the court anticipates he will be appointed by April 1, 2026.

Judge Nominee Evans is seeking applicants for a career law clerk position. The availability of the position is subject to his successful appointment. The incumbent will support Judge Nominee Evans by conducting extensive research and writing on a wide range of matters arising in federal litigation. The incumbent also will assist Judge Nominee Evans with managing his chambers, his caseload, and preparing for case-related hearings, conferences, and trials. The selected applicant will be expected to perform work in the Fred D. Thompson U.S. Courthouse, and occasional, limited telework may be authorized by Judge Nominee Evans.

The career designation of this position indicates an open appointment, without a term restriction, and qualifies the incumbent for retirement benefits coverage.

REPRESENTATIVE DUTIES:

- Performs substantive legal research and analysis and communicates results to the magistrate judge orally and in writing;
- Reviews motions, briefs, and records and prepares draft orders, reports, memoranda, and opinions;
- Assists the judge in preparing for hearings, trials, and other proceedings;
- Interacts with chambers staff and other court personnel;
- Other duties as assigned.

QUALIFICATIONS AND REQUIREMENTS:

For consideration, one must be a graduate of a law school approved by either the American Bar Association or the Association of American Law Schools and have demonstrated at least **one** of the following accomplishments or proficiencies:

- High academic achievement, with standing within the upper third of the law school class;
- Experience on the editorial board of a law review of such a school;
- Graduation from such a school with an LLM degree; or
- Proficiency in legal studies that, in the opinion of the appointing judge, is the equivalent of one of the above.

Applicants must also possess one or more years of post-graduate legal work experience in complex litigation, with membership in a Bar of a state, territorial, or federal court of general jurisdiction. Candidates with at least one year of post-graduate legal work experience and bar membership qualify for JSP Grade 12, Step 1 (\$89,508). Candidates with at least two years of post-graduate legal work experience and bar membership qualify for JSP Grade 13, Step 1 (\$106,437). To qualify for JSP Grade 14, Step 1 (\$125,776), candidates must have three or more years of post-graduate legal work experience and bar membership, with at least two of the three years of required experience serving as a law clerk in the federal judiciary.

COURT PREFERRED SKILLS:

Proficiency in Westlaw and/or Lexis. Familiarity with the Federal Rules of Civil and Criminal Procedure and court procedures. Excellent academic credentials. Superior research and writing skills. Strong organizational skills. **Self-motivated with the ability to manage time effectively, establish priorities, juggle competing demands, meet tight deadlines, and perform well under pressure, while working independently under limited guidance and direction.** Exceptional ability to communicate, articulate, and relate to coworkers and others with professionalism and integrity. Always maintains a professional appearance and demeanor. Experience as a federal law clerk is highly preferred.

BENEFITS:

Career law clerks are eligible for the following benefits:

- 11 paid federal holidays per year
- Health benefits under the Federal Employee Health Benefits Program
- Supplemental dental and vision benefits
- Life insurance
- Flexible Benefits Program for health care and child care reimbursement
- Retirement Benefits
- Accrued annual and sick leave based on years of service

CONDITIONS OF EMPLOYMENT:

- Employee must be a U.S. citizen or eligible to work in the U.S.
- Employees are required to adhere to the Code of Conduct for Judicial Employees, a copy of which is available upon request.
- Employees must comply with court confidentiality requirements, including handling confidential information in a variety of contexts.
- Employees of the U.S. District Court are Excepted Service Appointments. Excepted Service Appointments are “at will” and can be terminated at any time with or without cause. The appointee may be removed from this position at any time if, after reasonable on-the-job training, the appointee fails to perform at a satisfactory level.
- Employees are required to use Electronic Fund Transfer (EFT) for payroll deposit
- Final candidate is subject to a background check and subsequent favorable suitability determination.

APPLICATION PROCESS:

Qualified applicants should submit a complete packet in **one PDF document** that contains a letter of interest, resume, law school transcript, two writing samples that have not been edited by anyone other than the applicant, and three references who can attest to the applicant’s ability to deliver a superior legal product in a timely fashion while working under limited guidance and direction. Please email the pdf document to law_clerk_applications_evans@tnmd.uscourts.gov with the subject line “Career Law Clerk.” Alternatively, applicants may submit materials electronically through OSCAR.

The best qualified applicants will be invited for a personal interview.