

TOP TEN RECOMMENDATIONS FOR PROSECUTORS: RECRUITMENT AND RETENTION

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- 1. Reaffirm a forward-thinking mission and share it widely.**
To lead a team built around your vision, you first need to define it clearly—and then communicate it through as many mediums and outlets as possible.
- 2. Be a fixture at your local law schools(s) and engage the next generation directly.**
To cut through skepticism, make your case directly. Be present wherever criminal law is up for discussion and vigorously share your office’s vision for ethical, nuanced prosecution.
- 3. Revamp and enrich your internship program with new initiatives.**
Your internship program is an invaluable asset. Keep working to perfect it, including by adding new opportunities for training and enrichment that align with your office’s values.
- 4. Make diversity a top priority.**
To achieve community representation and bring diverse perspectives to your office’s work, review your recruitment strategy with diversity in mind. Start with how your office presents itself, and take active steps from there to build a truly welcoming office.
- 5. Culture is a selling point. Build yours with that in mind.**
As you work to build a thriving office culture, don’t do so for its own sake. Culture is a critical selling point—for funding authorities and future hires alike. It is a priority of the highest order.
- 6. Break the budget deadlock: spearhead local measures for increased funding.**
When budget processes stall, lead the charge yourself and rally support for new local funding measures. The results can be transformative. (For one county, it meant: 2 new prosecutor positions, 6 new hires with 3 decades’ total experience, and a \$12K avg. raise).
- 7. Upgrade your advocacy: push for specialized funding and rural justice programs.**
Bring your needs to statewide funders who can drive investment in specialized kinds of prosecutions. Encourage these same leaders to expand programs that support rural lawyers, broadening the meaning of “Access to Justice” to incorporate the pivotal role of prosecutors.
- 8. Expand remote work to boost retention and broaden your recruiting horizons.**
Remote work can be a critical retention tool. With advance planning and accountability, it can improve your team’s work-life balance without compromising their mission. It can even enable you to recruit attorneys outside your immediate region and even beyond.
- 9. If raises aren’t an option, compensate with time off.**
If efforts to raise salaries come up short, compensate your team with increased time off. Consider creative innovations like providing time off to your entire office every week for volunteering in the community.
- 10. There’s no single solution. To break the cycle, try as many as you can.**
In the absence of a silver-bullet solution, the best guarantee of quality is quantity. Tackle the problem from every angle, using every option available. A multifaceted challenge requires a multifaceted solution.

Please consult the full publication for a Personnel Playbook breaking down all the solutions presented in this paper and scoring them on cost, implementation time, and complexity.