



Vacancy Announcement United States Bankruptcy Court Western District of Missouri

Position	Term Law Clerk to U.S. Bankruptcy Judge
Position Number	BTLC-251015
Duration	December 15, 2025, through January 31, 2027
Location	Kansas City, Missouri
Salary	JSP 11-13 (\$75,145 - \$139,235) (Grade based on education and prior federal judiciary law clerk experience)
Opening Date	October 15, 2025
Application Closing Date	Open Until Filled (Priority consideration given to applications received by November 14, 2025)

Court Overview

The Western District of Missouri has approximately 285 employees (judges and staff) and is a fully consolidated court which includes the District and Bankruptcy Courts and Probation and Pretrial Services Office. The Western District is divided into five divisions: Western (Kansas City), Central (Jefferson City), Southern (Springfield), Southwestern (Joplin), and the St. Joseph division. The primary office is in Kansas City with two divisional offices located in Jefferson City and Springfield.

Available Position

The Court is currently seeking a Term Law Clerk for the Honorable Cynthia A. Norton, U.S. Bankruptcy Judge. The person holding this position will maintain an office in Kansas City, Missouri. Term Law Clerks may serve for up to a four-year term subject to eligibility and at the discretion of the judge. All applicants should visit www.mow.uscourts.gov for general information about the Court.

Judge Norton will retire at the end of her term on January 31, 2027. Although an on-site law clerk is preferred, Judge Norton will consider a remote or hybrid position for the right candidate. The first available start date is December 15, 2025.

Position Description

Judge Norton prefers a collaborative atmosphere within her chambers. The chambers will meet regularly to discuss cases and issues before the court. Term law clerks work closely with the Judge in all aspects of the work of the chambers, including research and analysis of legal and factual issues; drafting memos, orders and opinions, including appellate opinions for the Eighth Circuit Bankruptcy Appellate Panel; supervising interns; and preparing for, observing, and debriefing after court proceedings. Term law clerks are also involved with case management, preparing legal education materials, and both bankruptcy and non-bankruptcy mediations, among other duties.

Judge Norton is a mediator for the Western District of Missouri's Mediation and Assessment Program where she is assigned civil cases from the federal district court to mediate. She also volunteers to mediate bankruptcy cases in front of her colleagues in the Western District of Missouri as well as other jurisdictions. Term law clerks are expected to track, schedule, prepare for, assist in and observe the mediations.

Judge Norton is an active writer and educator, both locally and nationally. She speaks at numerous seminars on a variety of topics and has also served on the Federal Judicial Center's Bankruptcy Education Advisory Committee, which assists with training all newly appointed bankruptcy judges. Judge Norton is currently the Immediate Past President of the National Conference of Bankruptcy Judges.

Qualifications

To qualify for the position, one must have the following minimum requirements:

- (1) Law school graduate with class standing in top 25% and Law Review/Journal preferred;
- (2) Excellent research, writing, proofreading, communication skills, and knowledge of computer operations;
- (3) Exceptional organizational skills; ability to multitask, be punctual, and detail oriented; and willing to accept responsibility, work independently, and establish and meet deadlines; and
- (4) Good character, maturity, and have a willingness to work long hours as may be required.

Conditions of Employment

- Applicants who are non-United States citizens must meet the [Citizenship Requirements for Employment in the Judiciary](#). Only qualified applicants will be considered for this position. All application information is subject to verification.
- As a condition of employment, the selectee must undergo an FBI background check. Employment will be considered provisional until the FBI background check is completed.
- Court employees must adhere to all Judicial Conference regulations, must follow the policies outlined in the [Guide to Judicial Policy](#), and are bound by the ethical standards established by the chief judge of the court and the [Code of Conduct for Judicial Employees](#). The United States District and Bankruptcy Courts are part of the federal judiciary.
- Although positions in the federal judiciary are comparable to civil service in salary, leave accrual and benefits, this position is an Excepted Appointment and considered an “at-will” employment opportunity serving at the pleasure of the court and, as a rule, can be terminated by the court with or without cause. Successful employment with the U.S. Courts is based on acceptable performance.

Benefits

The following benefits are available to Term Law Clerks:

- 11 Paid Holidays each calendar year
- Insurance plans: Health, Dental, Vision, Life, Long-Term Care, and Long-Term Disability

Application Procedure

Qualified applicants **must** submit one PDF file containing all the following to be considered:

- A detailed cover letter;
- A detailed resume;
- Undergraduate transcript;
- Unofficial law school transcript;
- Three letters of reference;
- Two legal writing samples unedited by anyone else; and
- A completed application for Judicial Branch Federal Employment – form AO78

Link to form: <https://www.uscourts.gov/forms/human-resources-forms/application-judicial-branch-federal-employment>

Submit application materials to Kathy Popejoy in HR via email: kathy_popejoy@mow.uscourts.gov

Miscellaneous Information

- Only qualified applicants who submit all the required documents listed above will be considered for this position. Only those candidates selected for an interview will be contacted. If you are not notified, another applicant was selected for the position. The court is not authorized to reimburse expenses to travel for interviews or for relocation. The Western District of Missouri is an equal opportunity employer and values diversity in the workplace.
- The court provides reasonable accommodations to applicants with disabilities. If you require a reasonable accommodation for any part of the application process, please notify Kathy Popejoy in the Human Resources Department. The decision on granting reasonable accommodation will be made on a case-by-case basis.
- The Court reserves the right to modify the conditions of this announcement, withdraw the announcement, or fill the position at any time before the closing date, any of which may occur without prior written notice.