



Empowering People to Lead Systemic Change
The Protection and Advocacy System for the State of Maryland

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DisabilityRightsMD.org

Attorney: Education Team

Disability Rights Maryland (DRM) seeks a civil rights-oriented attorney to promote and advance the human and legal rights of people with disabilities. Ideal candidates will share DRM's values and commitment to the fundamental rights of people with disabilities to maintain independence and full access to community life with freedom from abuse and discrimination.

DRM attorneys represent clients in judicial and administrative proceedings, engage in systemic advocacy and policy work, monitor the implementation of complex systemic reform efforts, conduct outreach and education, and provide legal advice and technical assistance to people with disabilities, their families, and other stakeholders.

Available Role and Responsibilities Include:

An attorney working on our Children's Education team may represent students with disabilities in school related matters, including Individualized Education Program (IEP) meetings, Section 504 meetings, school discipline hearings and appeals, administrative due process hearings, and administrative complaint proceedings. This position combines legal skills with outreach and relationship-building. The attorney may also monitor, analyze and report on data related to educational outcomes, suspensions and school-based arrests, and restraint and seclusion; develop partnerships in rural communities, and participate in coalitions that address special education and school discipline issues; conduct rights trainings for families, students, and professionals on special education and school discipline rights; and support DRM's systemic and policy work.

DRM Attorney Responsibilities Include:

- Maintain an active caseload representing individuals with disabilities in administrative and/or judicial proceedings;
- Support public policy and litigation efforts;
- Conduct outreach to identify clients in need of services;
- Under supervision of DRM's management and leadership teams, develop strategies to advance DRM's advocacy priorities;
- Work collaboratively with community stakeholders, co-counsel, and others;
- Participate in coalitions and task forces with clients, constituents, and community partners on matters relevant to the civil rights of persons with disabilities;
- Engage in administrative and legislative advocacy at the local and state level; and
- Travel throughout the State of Maryland.

Minimum Qualifications:

- J.D. degree from an accredited law school;
- Licensed to practice law in Maryland, or admitted after sitting for next available Bar exam;
- Strong commitment to DRM's core mission of ensuring the civil rights of people with disabilities to self-determination, freedom from harm, due process protections, to develop physically, emotionally and intellectually, and to participate in community life, with meaningful choices and opportunities;
- Strong interest in social justice and equity issues impacting the disability community;
- Excellent organizational and project management skills;
- Excellent interpersonal and cross-cultural communication skills, ability to communicate ideas with enthusiasm to diverse audiences;
- Ability to research and analyze legal issues, develop and execute a variety of advocacy strategies, and conduct legal research;
- Ability to work independently and to establish and maintain effective working relationships and collaborate with colleagues in a team environment;
- Excellent analytical and writing skills;
- Ability to successfully manage multiple work priorities and work under deadlines.

Preferred Qualifications:

- 1-5 years' (or more) legal experience;
- Experience with one or more of the following: working with or representing children and young adults; special education, school discipline or education equity work; civil rights law practice.
- Experience handling administrative appeals, representing clients in court, or working on systemic public policy issues such as commenting on proposed regulations, advocating for changes with state agencies, and working on coalitions with other legal and non-legal partners;
- Desire to empower clients to grow as advocates;
- Experience working directly with persons with disabilities;
- A demonstrated interest or background in public interest work, particularly related to disability rights issues;
- Experience with public policy advocacy and the legislative process;
- Life experience with a disability; and
- Fluency in American Sign Language or Spanish.

Salary and Benefits:

Competitive, depending on experience. The annual salary range for an Attorney with 1-5 years' experience as a licensed attorney is between \$70,000 to \$74,760. Attorneys with more years of licensed practice will be placed higher on the pay scale.

DRM offers a generous benefits package which includes excellent medical insurance, employer-paid dental, prescription, vision, life, and disability insurance, as well as pre-tax savings plans, a retirement savings opportunity with generous employer contributions, and opportunities for telecommuting policy. DRM offers employee reimbursement for some or all of the cost of spouse or partner-paid health insurance premiums up to an established maximum amount.

DRM also offers generous paid time off, including vacation, holidays, sick time, and more.

While DRM can offer some flexibility in hours, days, and location of work, generally work hours are Monday through Friday, 9 am to 5 pm. Remote work must be conducted within the State of MD. Occasional evenings and weekend work may be required. This announcement can also be found at <https://disabilityrightsmd.org/careers/>.

About Us:

Disability Rights Maryland (DRM), a private, non-profit law firm, is a leader in disability rights and the Congressionally mandated Protection and Advocacy organization for individuals with disabilities in Maryland. We provide free legal services and advocacy to persons with disabilities in Maryland. DRM envisions a world where people with disabilities are fully included in all aspects of community life.

To Apply:

E-mail resume, cover letter, a writing sample to Jobs@DisabilityRightsMD.org with “**Attorney: Education Team**” in the subject line.

Applications will be reviewed on a rolling basis. Positions remain open until filled with priority given to applications received before **September 5, 2025**.

We look for thoughtful, personalized cover letters that demonstrate the applicant's qualifications, work style and interest in being part of a team working to advance the civil rights of persons with disabilities in Maryland.

DRM is an equal opportunity employer and we value diversity. All qualified applicants are encouraged to apply.