



## **Staff Attorney Announcement Mental Health Team Position**

Disability Rights Maryland (DRM) seeks a full-time attorney to promote and advance the human and legal rights of people with disabilities as a member of our Mental Health team. DRM, a private, non-profit law firm, is a recognized leader in disability rights and the Congressionally-mandated Protection and Advocacy organization for individuals with disabilities in Maryland.

The attorney represents clients in judicial and administrative proceedings, engages in systemic advocacy and policy work, monitors the implementation of complex systemic reform efforts, conducts outreach and education, and provides legal advice and technical assistance to people with disabilities, their families, and other stakeholders.

The attorney will work on adult mental health civil rights issues and represent adults with psychiatric disabilities living in facilities, including hospitals, prisons, and detention centers, and in the community. The attorney will be responsible for investigating allegations of serious abuse or neglect and monitoring conditions at psychiatric facilities; developing and presenting trainings on rights topics; advocacy and policy work; and developing litigation and public policy strategies to address systemic issues.

### **Responsibilities Include:**

- Maintain an active caseload representing clients with psychiatric disabilities in a variety of contexts, including, but not limited to, administrative and/or judicial proceedings;
- Support public policy and litigation efforts;
- Work as part of a team on pending litigation to protect the rights of individuals with psychiatric disabilities;
- Under supervision of DRM's management and leadership teams, develop strategies to advance DRM's advocacy priorities;

- Conduct regular on-site monitoring visits and give rights trainings in state psychiatric facilities;
- Participate in various coalitions and task forces with clients, constituents, and community partners on matters relevant to the civil rights for persons with disabilities;
- Work collaboratively with community stakeholders, co-counsel, and others;
- 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 complex 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:**

- 2-6 years' experience;

- Experience with one or more of the following: mental health law, abuse and neglect investigations, and laws and legal issues affecting individuals with psychiatric disabilities;
- 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;
- Experience working on systemic litigation efforts;
- Desire to empower DRM 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; or
- Fluency in American Sign Language or Spanish.

### **Salary and Benefits:**

Competitive, depending on experience. The salary range for an attorney with 0-6 years' experience is \$64,419 to \$71,435.

DRM offers a generous benefits package that 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 a telecommuting policy. DRM offers employee reimbursement for the 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, parental leave, and more.

DRM offers flexibility in hours, days, and location of work, generally work hours are Monday through Friday, 9 am to 5 pm.

This announcement can also be found at [www.DisabilityRightsMD.org/careers/](http://www.DisabilityRightsMD.org/careers/)

## **About Us:**

Disability Rights Maryland (DRM), provides 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.

Our staff are collaborative, collegial and committed to the well-being of the communities we serve and one another. Our workplace is flexible and we place a high value on diversity and inclusion, both as an organization and individually.

## **To Apply:**

E-MAIL resume, cover letter, a writing sample to [jobs@DisabilityRightsMD.org](mailto:jobs@DisabilityRightsMD.org) with “Staff Attorney Mental Health Team Position” in the subject line.

Applications will be reviewed on a rolling basis. Positions remain open until filled with priority given to applications received before **January 30, 2023**.

We are looking 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. People of color, individuals with disabilities, and LGBTQIA+ individuals are especially encouraged to apply.