



**DISABILITY RIGHTS ADVOCATE
POSITION ANNOUNCEMENT**

DRM seeks passionate, civil rights-oriented, full-time Advocates to work with DRM's teams to support our goals to advance the civil and human rights of people with disabilities in Maryland. Advocates will conduct interviews and investigations, develop materials, engage in outreach and education, and provide support for DRM's teams' policy, legislative, and litigation work. These are full time positions working with DRM's teams to investigate barriers to people with disabilities living in community settings and include conducting interviews and investigations in facilities and the community, performing outreach, and collaborating with partner organizations.

We encourage personalized cover letters that explain the candidate's interest and passion for working in solidarity with the disability community to advance the civil and human rights of DRM's clients. Candidates should specifically and fully describe any experience advocating with and for individuals with disabilities.

About Us:

Disability Rights Maryland (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. We provide free legal services and advocacy to persons with disabilities in Maryland. We help people with disabilities pursue opportunities to participate fully in all aspects of community life, and champion their rights to self-determination, dignity, equality, opportunity, and freedom from discrimination and harm.

Reports to: Managing or Assistant Managing Attorney

Responsibilities Include:

- Conduct investigations of abuse, neglect and rights violations, including interviews of people with disabilities.
- Engage in outreach to people with disabilities and community partners.
- Develop education and advocacy materials.
- Together with the team. advocate for changes to policies and practices.

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www.disabilityrightsmd.org

- Support the work and advocacy of DRM's teams. Coordinate meetings and special events and assist with organizing advocacy activities.
- Prepare and disseminate informational brochures for victims of crime as well as families, advocates and professionals. Advocate for reasonable accommodations and modifications as necessary.
- Travel throughout the State of Maryland.

Minimum Qualifications:

- Ability to relate respectfully to people with disabilities. Experience working with and/or sensitivity to persons with disabilities and from diverse communities.
- Strong writing skills and demonstrated attention to detail in work product.
- Ability to work independently, successfully manage multiple work priorities and work under deadlines.
- Strong interpersonal skills. Ability to establish and maintain effective working relationships and collaborate with DRM staff and colleagues in a team environment.
- Ability to maintain confidentiality and exercise sound judgment in the handling of all advocacy activities.
- Computer literacy and proficiency with software utilized to carry out job functions.
- Access to reliable transportation for travel within State of Maryland.
- Strong commitment to DRM's core mission of ensuring the rights of people with disabilities to self-determination, freedom from harm, due process protections, and to participate fully in community life with meaningful choices and opportunities.

Preferred Qualifications:

- College degree.
- Relevant experience is strongly preferred, particularly experience with people who have intellectual or developmental disabilities, individuals living in institutions, community-based services, experience with systemic public policy advocacy with state agencies and working in coalitions.
- Graduate students are encouraged to apply. Academic experience in a relevant field is preferable, including but not limited to social work, public health, and legal studies.
- Experience working directly with persons with disabilities;
- A demonstrated interest or background in public interest work, particularly related to disability rights issues;
- Life experience with a disability; and
- Fluency in American Sign Language or Spanish.

Salary and Benefits:

Competitive, depending on experience. The salary range for an Advocate/Paralegal with 0-5 years' experience is between \$34,887 and \$44,866 annually, depending on education level, experience, and special skills. 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 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.

Full time position. While DRM can offer some flexibility in hours and days of work, generally the work hours will be Monday through Friday, 9 am to 5 pm. Occasional evenings and weekend work are required.

Description of position can also be found at <https://disabilityrightsmd.org/careers/>

To Apply:

E-MAIL resume, cover letter, a writing sample to jobs@DisabilityRightsMD.org with “Disability Rights Advocate” in the subject line. This position remains open until filled. Priority will be given to applications received prior to Monday, September 27,2021. 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. Please include a cover letter with any specific work in working with individuals with Traumatic Brain Injury, vaccine access, mental health, voting, housing, or community inclusion of individuals with disabilities.

DRM is an equal opportunity employer. DRM values diversity. People of color, individuals with disabilities, LGBTQIA+ individuals are especially encouraged to apply.