**LEGAL ADVOCACY DIRECTOR**

Disability Rights Maryland seeks a Director of Legal Advocacy to work closely with the Executive Director and Litigation Counsel to identify, shape and guide DRM’s broad-based, high-impact advocacy efforts. The Director manages the coordination of DRM’s legal work and advocacy projects and monitors for compliance with all standards for professional practice. DRM’s Managing Attorneys are supervised by the Director of Legal Advocacy Director who is responsible for ensuring professional excellence in the delivery of legal and advocacy services by DRM legal staff. The Director of Legal Advocacy reports directly to the Executive Director.

**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 the workplace, neighborhoods and all aspects of community life. We seek to achieve lasting change for people with disabilities by using a full range of advocacy tools to champion the rights of people with disabilities to self-determination, dignity, equality, opportunity, and freedom from discrimination and harm.

**Job Responsibilities Include:**

Serve on the DRM Senior leadership team in planning and execution of DRM goals and objectives, including long-range planning, administration, legislative education and advocacy, public and media relations, budgetary planning, staffing, and other operational issues.

Supervise and evaluate the performance of Managing Attorneys and provide substantive guidance, consultation, and technical assistance to Managing Attorneys and other legal staff as may be required.

Assist Managing Attorneys to develop, monitor, and modify as necessary individual work plans, specific workgroup assignments, and to develop and evaluate strategies to accomplish the work of DRM’s teams.

Convene and conduct periodic trainings and/or sessions with Managing Attorneys and legal staff regarding disability or legal issues or developments, substantive or skill training, legal standards, best practices, office policies and procedures, and other appropriate topics.

Recommend DRM priority goals and objectives for development of annual DRM program priorities based on identified client and community needs.

Collaborate with external coalitions, organizations, associations, and local, statewide and national legal advocacy programs.

Ensure that all legal staff conduct activities pursuant to DRM program priorities and in conformity with DRM policies, best practices, legal and funder requirements and the highest professional standards.

Serves as a resource on professional responsibility and ethical issues for attorneys.

In collaboration with Litigation Counsel report periodically on the status and accomplishments of DRM legal work including major cases and service projects through such means as a "major case docket," litigation update report, periodic verbal or written briefings, or by other appropriate means;

**QUALIFICATIONS**

* Juris Doctorate from an accredited law school is required.
* Licensed to practice law in Maryland or eligible for out of state admission.
* A minimum of seven (7) years of legal work experience in positions of increasing responsibility. At least two (2) years of experience providing direct supervision of legal work preferred.
* Ability to analyze complex legal issues and execute a variety of advocacy strategies.
* Ability to communicate complex legal issues clearly and effectively both orally and in writing.
* Ability to work independently, successfully manage multiple work priorities and allow availability for consultation, technical assistance, and guidance to management and other staff as may be required, and work under deadlines.
* Ability to mentor and develop legal skills and talent of DRM legal staff.
* Strong interpersonal skills and ability to establish and maintain effective working relations and collaborate with DRM staff and colleagues in a team environment and motivate and direct staff.
* Ability to maintain confidentiality and exercise sound judgment in the handling of all advocacy, supervisory, and management activities.
* Experience in the administration and management of a law firm or legal services organization.

* Computer literacy and proficiency with software utilized to carry out job functions.
* Strong commitment to advancing the rights of persons with disabilities.
* Experience working with and/or sensitivity to persons with disabilities and from multi-ethnic communities.
* Ability to travel throughout the State of Maryland.

**Salary and Benefits:**

Salary range is $81,000 to $104,000 annually based on experience. DRM offers an excellent, comprehensive package of benefits, including health, dental and vision insurance, 401K retirement plan with employer contribution, paid holidays and vacation and opportunities for telework.

**How to Apply**

Email cover letter with resume and writing sample with “Director of Legal Advocacy” in the subject line to: [jobs@disabilityrightsmd.org](mailto:jobs@disabilityrightsmd.org).

Applications submitted by January 7, 2022 will be given priority, position remains open until filled.

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

For more information about Disability Rights Maryland, please go to: www.Disability RightsMD.org