



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

1500 Union Ave., Suite 2000, Baltimore, MD 21211
Phone: 410-727-6352 | Fax: 410-727-6389
DisabilityRightsMD.org

Paralegal or Attorney Fellow

Disability Rights Maryland (DRM) seeks a civil rights-oriented paralegal or 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.

This is a grant-funded temporary position from May 2026 – September 2027 with extensions possible if funding permits. This position is ideal for an advocate or new attorney who is highly motivated, and willing to spend a substantial portion of their worktime in the community. This position will require regular travel throughout the state and reliable access to reliable transportation.

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:

PAIR-funded Fellow: The person in this role will work with multiple DRM work teams on three main areas of responsibility: (1) monitoring a litigation settlement about accessible sidewalks and travel paths (measuring sidewalk curb cuts, photographing barriers, etc.), (2) assisting attorneys to prepare a litigation case (visiting potential clients in institutions and nursing homes, reviewing records), and (3) assisting attorneys with Fair Housing work (visiting tenants, getting documents signed, requesting and reviewing records to assist with voucher terminations).

Responsibilities Include:

- Maintain an active caseload assisting individuals with disabilities in administrative and/or (for attorneys) 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:

- 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;
- (For attorneys) 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.
- Access to reliable transportation to conduct 'field' visits.

Preferred Qualifications:

- J.D. degree from an accredited law school;
- Licensed to practice law in Maryland, or admitted after sitting for next available Bar exam;
- Experience with one or more of the following: Maryland landlord-tenant law, the Fair Housing Act, Section 504 of the Rehabilitation Act, and/or the Americans with Disabilities Act; Maryland Medicaid law;
- 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 annual salary range for a paralegal/advocate with 0-5 years of experience and a Bachelor's degree is \$44,791 - \$49,840. The annual salary range for an attorney with 1-5 years' experience as a licensed attorney is between \$70,874 to \$77,003. Candidates with more years of professional experience 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 “**Paralegal or Attorney Fellow**” in the subject line.

Applications will be reviewed on a rolling basis. Positions remain open until filled with priority given to applications received before **May 4, 2026**.

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. All qualified applicants are encouraged to apply.