



Staff Attorney Announcement Multiple Positions Open

DRM seeks passionate, civil rights-oriented, full-time attorneys to will 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. DRM has multiple positions available for attorneys with a passion for and expertise in mental health law, children's issues, and legal issues affecting persons with developmental disabilities.

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 in any of DRM Advocacy Priorities, including mental health, developmental disabilities or Medicaid.

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. DRM envisions a world where people with disabilities are fully included in the workplace, neighborhoods and all aspects of community life. 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 Attorney

May Supervise: Senior Advocates, Advocates, Volunteers, Legal Interns and Students

Responsibilities Include:

- Maintain an active caseload, including representation of individuals with disabilities in administrative and/or judicial proceedings;
- Engage in administrative and legislative advocacy at the local and state level;
- 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 various coalitions and task forces with clients, constituents, and community partners on matters relevant to the civil rights for persons with disabilities;
- Analyze data and reports to support public policy and litigation efforts;
- Conduct regular outreach to identify clients in need of services; and
- Travel throughout the State of Maryland.

Minimum Qualifications:

- J.D. degree from an accredited law school;
- Licensed to practice law in Maryland, eligible for Maryland admission as an out of state attorney 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:

- 2-5 years' experience;
- Experience with one or more of the following: mental health law, abuse and neglect investigations, health care law, special education and children's mental health issues, and laws and legal issues affecting individuals with intellectual and developmental 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;

- Desire to empower DRM clients to grow as advocates for the civil rights of persons with disabilities;
- 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 salary range for an attorney with 0-5 years' experience is \$56,749- \$61,899. 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, and more.

A description of the position can be found at <https://disabilityrightsmd.org/careers/>.

To Apply:

E-MAIL resume, cover letter, a writing sample to jobs@DisabilityRightsMD.org with "Staff Attorney Position" in the subject line. This position remains open until filled. **Priority will be given to applications received prior to August 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.

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