**Community Inclusion/Housing Staff Attorney Announcement**

DRM seeks a passionate, civil rights-oriented, full-time attorney to support DRM’s advocacy for full community inclusion with a priority for ensuring safe, decent, stable, affordable and accessible housing for individuals with disabilities and their families. The attorney will represent clients in judicial and administrative proceedings, engage in systemic advocacy and policy work, monitor Settlement Agreements, Consent Decrees, and Voluntary Compliance Agreements, conduct outreach and education, and provide legal advice and technical assistance. While the majority of the position’s time will be dedicated to fair housing, there may be opportunity for growth in DRM’s other advocacy priorities.

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

**Supervises:** Legal Interns

**Responsibilities Include:**

* Maintain active caseload representing individuals with disabilities regarding discrimination in housing and other practices that prevent integration and equity for persons with disabilities in the community;
* Along with co-counsel, monitor relief obtained by DRM on behalf of persons with disabilities in Consent Decrees, Settlement Agreements, and Voluntary Compliance Agreements and recommend enforcement action as needed;
* Conduct regular outreach to identify clients in need of services;
* Under supervision of DRM’s management and leadership teams, develop advocacy strategies to expand the availability of safe, decent, stable, affordable and accessible housing and promote full inclusion in community life;
* Participate in various coalitions and task forces with clients, constituents, and community partners on matters relevant to fair housing and other civil rights for persons with disabilities;
* 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;
* 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, conduct legal research and communicate complex legal issues clearly and effectively both orally and in writing;
* Ability to work independently and to establish and maintain effective working relationships and collaborate with colleagues in a team environment;
* Ability to successfully manage multiple work priorities and work under deadlines.

**Preferred Qualifications:**

* 2-3 years’ experience with Maryland landlord-tenant law, the Fair Housing Act, Section 504 of the Rehabilitation Act, and/or the Americans with Disabilities Act;
* 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 with community lawyering models and 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 0-3 years’ experience is $53,491- $56,092. DRM offers an excellent, comprehensive package of benefits, including health, dental and vision insurance, and retirement plan contribution. DRM’s regular work week is currently 35 hours, from 9 am to 5 pm with a one hour unpaid lunch break each day.

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

**To Apply:**

E-MAIL resume, cover letter, a writing sample to [jobs@DisabilityRightsMD.org](mailto:jobs@DisabilityRightsMD.org) with “Community Inclusion/Housing Attorney Position” in the subject line. This position remains open until filled. Priority will be given to applications received prior to **September 30, 2019.** 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.