

## **Staff Attorney: Fair Housing and Community Inclusion Team**

Disability Rights Maryland (DRM) seeks a civil rights-oriented attorney for a full-time position to represent persons with disabilities facing eviction and to support other work in DRM's Fair Housing and Community Inclusion practice.

The attorney represents individuals with disabilities facing eviction, pursuant to Maryland's Access to Counsel Statute and DRM priorities, with approximately 75% of their time. The balance of the attorney's time will be dedicated to advocacy that advances the full inclusion and integration of persons with disabilities into all aspects of life in their community, including access to affordable and accessible housing. While the attorney's primary responsibility will be representing clients in judicial and administrative proceedings, there will also be opportunities to 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, offering potential for growth in DRM's other advocacy priorities.

### **Responsibilities Include:**

- Maintain active caseload representing individuals with disabilities in eviction proceedings, and other cases that implicate the civil rights of persons with disabilities to live in the community;
- Support public policy and litigation efforts;
- Conduct regular outreach to identify clients in need of services;
- Under supervision of DRM's Management and leadership teams, develop advocacy strategies to advance DRM's advocacy priorities;
- Maintain detailed records and case files;
- Participate in coalitions and task forces with clients, constituents, and community partners on matters relevant to the 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 licensed in another jurisdiction with the ability to waive into Maryland, or to sit 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, 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:**

- At least three years' experience practicing law, preferably in a legal services, public interest, or disability rights setting;
- 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; federally subsidized housing programs;
- 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 clients to grow as advocates;
- 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 annual salary range for an Attorney with 0 -5 years' experience is between \$64,419 and \$70,265 and depends on experience.

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, 9am to 5pm. 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.

Our staff are collaborative, collegial and committed to the well-being of the communities we serve and one another. Our workplace is flexible and we place a high value on diversity and inclusion, both as an organization and individually.

**To Apply:**

E-mail resume, cover letter, and a writing sample to [Jobs@DisabilityRightsMD.org](mailto:Jobs@DisabilityRightsMD.org) with "Staff Attorney-Fair Housing" in the subject line.

Applications will be reviewed on a rolling basis. Positions remain open until filled with priority given to applications received prior to **July 30, 2023**.

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. People of color, individuals with disabilities, LGBTQIA+ individuals are especially encouraged to apply.