

**POSITION ANNOUNCEMENT**  
**Senior Litigating Attorney, Protection and Advocacy Program**

**Job Type:** Permanent Full Time

**Full Time Equivalent:** 1.0 FTE (40 hours/week)

**Reports to:** Director of Legal and Advocacy Services

**Rate:** \$68,000 - \$78,000 (annually)

**Location:** Anywhere in Wisconsin. If the employee lives within 45 miles of DRW's Madison or Milwaukee offices, they will have the option to work either fully in-office or under a hybrid work arrangement. If the employee lives more than 45 miles from a DRW office, they can work fully remotely. Must be a Wisconsin resident.

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**Application Instructions:** Submit resume and cover letter (required), detailing your qualifications and experience as they relate to the minimum and preferred qualifications.

For priority consideration apply online at <http://www.disabilityrightswi.org/careers>.

**Application deadline:** July 27, 2022. Position will remain open until filled.

*Alternate formats of this Position Announcement are available upon request. Materials may be submitted in alternate formats if necessary.*

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### **What is DRW?**

Disability Rights Wisconsin (DRW) is the state's Protection and Advocacy system, charged with protecting the rights of individuals with disabilities and keeping them free from abuse and neglect. Employing a variety of means, our advocates and attorneys use individual casework and systems advocacy to achieve positive changes in the lives of people with disabilities and their families. We are seeking employees who value this work. In turn we treat our employees well, offering a supportive environment, talented colleagues, excellent benefits, and generous leave.

DRW arose out of a disability civil rights movement demanding that the abuse of people with disabilities end and that people with disabilities be included in life, school, workplaces, and communities. Our core values include Diversity, Dignity, Independence, Accessibility, Inclusion, Human Rights, and Liberation.

A diversity-based approach to disability rights recognizes the intersectional nature of oppression experienced by people with disabilities from underprivileged and underserved communities. We strive to create a welcoming and inclusive environment at DRW. We work to specifically address disability-related injustices at the intersections of disability and race, disability and gender, disability, and gender-based violence, and more.

## Job Summary

The Protection and Advocacy (P&A) Senior Litigating Attorney is the senior litigator for DRW, working independently and as part of a team on systemic change litigation. Responsibilities include maintaining an independent litigation and administrative hearing case load comprised of a variety of disability rights issues such as employment, housing, schools, civil rights, conditions of confinement and access to community services. Representation of clients includes providing advice and counsel to individual clients, evaluating new cases for litigation potential, performing all aspects of litigation such as research, drafting, discovery, motion practice and 1<sup>st</sup> chair trial counsel. A part of the Senior Litigating Attorney's responsibilities will be to advise and mentor other DRW attorneys on their litigation or administrative hearing cases to help them build their own litigation expertise.

## Key Responsibilities

### 1. Legal Work – 70%

- Develop potential cases for systemic impact litigation. Collaborate with P&A Managing Attorney to identify systems issues and strategize to ensure the most impactful use of DRW's resources to meet the legal needs of people with disabilities and advance systemic change.
- Conduct state and federal litigation and administrative hearings as 1<sup>st</sup> chair trial attorney. Lead litigation teams for larger cases with support of other DRW or pro bono attorneys.
- Collaborate with and mentor DRW attorneys and advocates to help them develop and strengthen their cases for potential litigation or administrative hearing.
- Act as a consultant to DRW attorneys and advocates on legal issues that arise in individual casework and as emerging issues for people with disabilities.
- Mentor or assist other DRW attorneys in their litigation or administrative hearing cases to help them build their litigation skills.

### 2. Systems Work – 20%

- Collaborate with Director of Legal/Advocacy Services, P&A Managing Attorney, other program managers, and public policy coordinator to develop cohesive strategies to address priority issues.
- Create and maintain process to assist attorneys and advocates to identify cases that might be appropriate for systemic litigation.
- Collaborate with P&A Managing Attorney and Director of Legal/Advocacy Services to set impact goals.

- Develop relationships with outside attorneys and law firms to expand DRW's pro bono capacity and co-counsel network.
- Develop and maintain expertise in significant P&A focus areas.
- Work with Development/Communications position to advance media plan or responses related to litigation.
- Coordinate the Program Systems Collaboration & Strategy group (Director of Legal/Advocacy Services, P&A Managing Attorney and Senior Litigating Attorney)

### **3. General DRW Management – 10%**

- Work with DRW leadership to develop and maintain litigation resource planning and budget.

### **Qualifications**

#### **Required:**

- Juris Doctorate and licensed to practice law in Wisconsin or eligible within 6 months of hire.
- 5 years' experience litigating individual cases in state or federal court, including negotiation, mediation, and other forms of resolution.
- Experience and/or strong interest in advocacy for the legal rights of people with disabilities and/or other vulnerable populations.
- Experience or strong interest in mentoring junior lawyers and working as part of a litigation team.
- Experience/direct contact with persons of culturally diverse background.
- Excellent written and verbal communication, including legal research and legal writing skills.

#### **Preferred:**

- Ability to evaluate and interpret implications of law and public policy and contribute to concise analyses and public responses.
- Demonstrated ability to build positive relationships with internal and external partners.
- Experience working with people with disabilities or other marginalized groups.
- Experience with effective public speaking.
- Administrative hearing experience.

## Benefits

Disability Rights Wisconsin places a high value on the well-being of our staff. We offer the following benefits for permanent employees working at least 20 hours per week: health, vision, dental, and life insurance; short- and long-term disability; 401(k) retirement savings plan with employer contribution, and flex spending plan. Paid time off includes generous holiday, vacation, personal and medical leave, as well as time for volunteering and voting.

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A COVID-19 vaccine mandate is in place for all employees. A copy of the policy can be requested by emailing [hr@drwi.org](mailto:hr@drwi.org).

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EEO/AA | We're an equal opportunity employer. All applicants will be considered for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran, or disability status.