

POSITION ANNOUNCEMENT
Impact Litigation Attorney
Protection & 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: \$76,000 - \$90,000* (annually)

*Compensation at DRW is based on a tiered calculation scale that takes prior relevant employment experience; candidate attributes applicable to social justice/disability advocacy work; grant coordination experience if applicable; and supervision experience if applicable.

Location: Anywhere in Wisconsin (must be a Wisconsin resident). Offices in Madison and Milwaukee with hybrid option. Remote availability for those more than 45 miles from a DRW office.

Application Instructions: Submit resume and cover letter (required), detailing your qualifications and experience as they relate to the minimum and preferred qualifications online at www.disabilityrightswi.org/careers

Application Deadline: July 24, 2023. 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.

What is DRW?

Disability Rights Wisconsin 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 Impact Litigation Attorney is the first-chair litigator for DRW, working independently and as part of a team on systemic change litigation. Responsibilities include maintaining a 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 1st chair trial counsel. A part of the Impact Litigation Attorney's responsibilities will be to advise and mentor DRW attorneys and co-counsel with them on their litigation or administrative hearing cases to help them build their own litigation expertise.

Key Responsibilities

1. Legal Work – 70%

- Work with team of DRW attorneys to 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 1st chair trial attorney. Lead DRW's litigation team and external pro bono attorneys on larger cases, more complex cases.
- Act as a consultant and mentor to DRW attorneys and advocates to help them develop their cases in contemplation of litigation or hearing and arrive at the best possible position for negotiated settlement.
- Mentor or assist other DRW attorneys as second chair to help them build their pre-litigation, administrative hearing, and trial skills.

2. Systems Work – 20%

- Collaborate with Director of Legal and Advocacy Services, P&A Managing Attorney, other program managers, and Public Policy Manager to develop cohesive strategies to address DRW's priority issues.

- Create and maintain a process to assist attorneys and advocates to identify and collect documentation for cases that might be appropriate for systemic litigation.
- Collaborate with P&A Managing Attorney and Director of Legal/Advocacy Services to set program 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 and Communications Manager 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 Impact Litigation 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 of experience litigating individual cases in state or federal court, with a record of taking litigation matters forward from investigation through all stages of litigation in state and/or federal courts and administrative forums, including trial, negotiation, mediation, and other forms of resolution.
- Experience and/or demonstrated interest in advocating 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.
- Ability to travel within the state as litigation schedule requires.

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 an unparalleled value on the well-being of our staff. The following benefits are offered for permanent employees who work 20+ hours per week:

- Health, Dental, and Vision Coverage
- Short-Term and Long-Term Disability Insurance
- Life Insurance
- 401(k) Retirement Plan with Employer Contribution
- Flex Spending Account
- Critical Illness Insurance
- Identity Theft
- Pet Insurance

Generous paid time off policies include:

- 10 Fixed and 4 Floating Holidays
- Sick and Personal Leave
- Vacation Pay
- Anniversary Pay
- Comp Time for Salaried Employees
- Volunteer and Voting Time off
- Bereavement Leave

Additionally, Employee Assistance Program (EAP); Commuter Choice, and Sabbatical Leave.

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.