

**POSITION ANNOUNCEMENT**  
**Impact Litigation 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:** \$76,000 - \$96,000\* (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:** Madison or Milwaukee with hybrid option.

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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 online at [www.disabilityrightswi.org/careers](http://www.disabilityrightswi.org/careers).

**Application Deadline: Jan 12, 2024.** Interviews will be scheduled on a rolling basis. 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 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 marginalized 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 / gender identity, disability, and gender-based violence, and more.

## **Job Summary**

The Impact Litigation Attorney is the first-chair litigator for DRW's Protection and Advocacy program, working independently and as part of a team on systemic change litigation. Responsibilities include maintaining a litigation and administrative hearing case load; advising and mentoring DRW staff attorneys on their cases; and co-counseling with them when necessary; developing external relationships with potential pro bono partners for future litigation.

Cases will be 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.

## **Key Responsibilities**

### **1. Legal Work – 70%**

- Work with a team of DRW attorneys and advocates to help them identify and frame their cases for potential systemic impact. Collaborate with DRW issue teams to identify emerging systems issues that are amenable to a litigation strategy and determine priorities for the most impactful use of DRW resources to meet the legal needs of people with disabilities and advance systemic change.
- Conduct state and/or federal litigation and administrative hearings as 1<sup>st</sup> chair trial attorney either alone or with other staff. On larger or more complex cases, lead a litigation team comprised of DRW attorneys, advocates, and occasionally external co-counsel.
- Act as a consultant and mentor to DRW attorneys and advocates to help them position their cases for a successful outcome in potential litigation or hearing.
- Assist DRW attorneys as second chair in their litigation cases as needed and mentor them to help build their pre-litigation, administrative hearing, and trial skills.

- In collaboration with the P&A Managing Attorney, Director of Legal / Advocacy Services, Director of Finance, and Data Specialist, assist with grant reporting and case tracking systems.

## **2. Systems Work – 20%**

- Collaborate with Executive Director, Director of Legal and Advocacy Services, P&A Managing Attorney, Public Policy Manager, and other Managing Attorneys to develop cohesive strategies that address DRW's priority issues.
- Develop and maintain a process to assist attorneys and advocates to identify and collect documentation for cases that might be appropriate for or supportive of 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 and co-counsel attorney 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 internal Attorneys' Team work group focused on legal practice issues.

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

- Work with colleagues and leadership to develop and maintain litigation resource planning and budget.
- Participate in organization-wide committees and all-staff meetings.

## 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 and/or federal court, with a demonstrated record of taking cases forward through all stages of litigation and/or administrative hearings, including legal drafting, discovery, motion practice, trial, and negotiated settlement.
- 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 or more hours per week:

- Generous employer contribution for individual and family health insurance plus a Health Reimbursement Account for uncovered health care costs
- Employer-provided Short-Term and Long-Term Disability Insurance
- 401(k) Retirement Plan with Employer Contribution
- Flex Spending Account
- Access to affordable, quality:
  - Dental, Vision Coverage
  - Additional life Insurance for employee and/or spouse and children
  - 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, employees have access to Employee Assistance Program (EAP) and Sabbatical Leave.

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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.