

LEGAL DIRECTOR

PROVIDENCE, RI

Reports to: Executive Director

Disability Rights Rhode Island (DRRI), is a private, nonprofit legal organization located in Providence, RI, with a dedicated team of attorneys, investigators and advocates who work hard to protect and advocate for Rhode Islanders with disabilities. We engage in high-impact individual and class action legal representation, as well as investigation, outreach, public policy, and other non-legal advocacy to advance our mission to assist Rhode Islanders with differing abilities in their efforts to achieve full inclusion in society and to exercise their civil, human, and legal rights.

Disability Rights Rhode Island is part of the national network of Protection and Advocacy (P&A) agencies created by Congress, existing in every state and territory, to help secure and advance the rights of people with disabilities. There are 57 P&As in each of the United States, U.S. territories, and District of Columbia.

Job Summary:

The Legal Director is responsible for the overall strategic direction of DRRI's legal team and ensures the effectiveness of DRRI's legal advocacy. This position directs and coordinates legal advocacy, engages in litigation, and supervises attorneys. The Legal Director assists the Executive Director in establishing and implementing agency goals and objectives. The ideal candidate will have a strong sense of compassion, litigation experience (including class actions), excellent interpersonal skills, a demonstrated ability to mentor and motivate attorneys and other employees, a sense of humor, and a commitment to our mission.

Job Requirements:

- Provides direct supervision to a team of 5 attorneys.
- Provides leadership, planning and strategy for the agency's legal, litigation, and advocacy efforts.
- Works with the Executive Director and Director of Investigations, providing legal oversight, as necessary, on agency investigative efforts and activities.
- Ensures the quality of legal work by performing case reviews and assisting attorneys to develop expertise in disability law and legal procedures.
- Directs and coordinates legal cases that have significant legal impact, including planning and coordinating complex litigation.
- Develops Legal Team policies including the development of policies and practices regarding attorney's fees and paperless case management.

- Develops strategic partnerships with attorneys in private practice who can support the legal advocacy work of DRRI.
- Provides reports to the DRRI Board of Directors.
- Participates in leadership team meetings and assures that agency priorities are implemented.
- Provides public policy analysis and engages in public relations activities as needed, related to agency objectives.
- Performs other duties as required.

Characteristics and Qualities:

- An inclusive, visionary, and transparent leadership style with demonstrated experience in thinking strategically and effectively inspiring staff, Board members, and partners toward greater impact.
- Strong capability to serve as both a collaborative team leader and member.
- Strong commitment to the human, civil and legal rights of Rhode Islanders with disabilities.
- Experience with litigation strategy including class actions, federal court litigation and appellate experience.
- Ability to learn complex legal and grant requirements, including case-management database.
- Clarity of communication, specifically with diverse audiences.
- Excellent listener with the ability to consider all perspectives on relevant issues.
- Extensive understanding of the disability system preferred.

Minimum Qualifications:

- Graduate of accredited law school and admitted to, or eligible for admission to, the Rhode Island Bar and a member of good standing in any other jurisdiction.
- Experience in supervision and management.
- At least 10 years of experience as an attorney and at least 7 years of litigation experience.
- Admitted to, or eligible for admission to, U.S. District Court for the District of Rhode Island, and U.S. Court of Appeals for the First Circuit.
- Commitment to mission of the P&A and to the civil rights of all people.
- Understanding of and commitment to client directed advocacy.
- Proficiency in oral and written communication, and computer literacy.
- Ability to work with individuals from a variety of cultural backgrounds.
- Ability to maintain confidentiality and to effectively negotiate confrontational situations and stressful interactions.
- Ability to travel.

Application Process:

Interested candidates must submit a letter of application explaining their interest in the position and the experience they believe demonstrates their ability to contribute to the future of DRRI, a resume and a list of three professional references, including their contact information.

Applications should be submitted by email to: mmurray@drri.org.

Applications received until the position is filled. To receive full consideration, please submit your application by November 1, 2021.

Due to the pandemic, it is anticipated that office work will be hybrid for the time being. Salary is commensurate with experience and DRRI provides excellent benefits, including health, vision, and dental insurance, paid sick and annual leave, and 401(K).

Applications will be handled in a confidential manner.

Questions regarding the application process should be directed to:

Equal Opportunity Employer

DRRI is an Equal Opportunities Employer. It is the policy of DRRI to prohibit discrimination and harassment of any type and to afford equal employment opportunities to employees and applicants, without regard to race, color, ethnicity, ancestry, religion, age, sex, gender, sexual orientation, gender identity/expression, pregnancy, medical condition or genetic information, veteran status, national origin, disability, marital or other protected status.

DRRI encourages candidates with disabilities, women, persons of color and others who represent distinct linguistic or cultural communities to apply.

Job Type: Full-Time
Classification: Exempt