



## **Litigation Counsel**

### **Mental Health Practice Group**

Location: Remote (within California Only), Sacramento, Oakland, San Diego, Los Angeles, Fresno, or Ontario

**Individuals who are Deaf or Disabled are encouraged to apply.**

**SALARY RANGE (Depending on Experience): \$113,144 - \$165,704** annually  
We base salary and position offers on experience and an internal equity analysis.

**Employment Status:** Exempt; Regular; Full time (37.5 hrs)

**EXCELLENT BENEFITS** including 8% 401k Match, a **LRAP (Loan Repayment Assistance Program)** that pays up to **\$300 per month depending on salary and debt and a language** a language differential up to \$250/mo. Health (HMO and PPO options), dental, vision; basic life insurance; short-term and long-term disability insurance; and flexible spending accounts (medical, dependent care and commuter). Additionally, we offer ample vacation, sick/wellness leave and eighteen paid holidays (including the last week in December) and more..... We are a Public Service Loan Forgiveness (PSLF) - eligible employer.

**Application Deadline: *Open until filled.***

### **WHO WE ARE**

Disability Rights California (DRC) defends, advances, and strengthens the rights and opportunities of people with disabilities.

DRC works for a world where all disabled people have power and are treated with dignity and respect. In this world, people with disabilities are supported, valued, included in their communities, afforded the same opportunities as people without disabilities, and make their own decisions.

DRC values all forms of human diversity. We are committed to a culture of belonging where all people are welcome. In order to be effective advocates for all people with disabilities, we must address discrimination in all its forms, including the unique challenges faced by people who experience the intersection of multiple systems of discrimination.

## **MENTAL HEALTH PRACTICE GROUP**

**We are a statewide team of passionate attorneys and advocates who enforce and expand the civil rights of people living with mental health disabilities.** We strive to pursue litigation and advocacy that strikes a balance between responding to pressing needs, proactively anticipating future needs, and identifying innovative ways to affirmatively expand the law on behalf of individuals living with mental health disabilities.

Much of our current work includes advocating on behalf of clients in locked facilities, including psychiatric institutions, jails, juvenile halls, and immigration detention centers, and working to divert or release people from such institutions. We also work to improve access to community-based alternatives to institutions and homelessness, to ensure that such services are provided in a manner that is trauma-informed and culturally affirming, to eliminate law enforcement involvement in crisis responses, and to address the intersectional needs of adults and young people living with mental health disabilities.

## **PURPOSE OF THE JOB**

The Litigation Counsel plays a significant role in shaping DRC's litigation and advocacy vision, including working with the Mental Health team, the Litigation Counsel Team, and other DRC teams and staff to identify complex legal and policy challenges to create and drive forward our systemic work. The Litigation Counsel also helps to ensure the excellence of DRC's legal work by providing leadership, mentorship, and supervision to Practice Group attorneys and other DRC staff. The ideal candidate will have an unwavering commitment to excellence, a deep understanding of the intersectional issues faced by our clients, and a commitment to using the law to develop creative strategies toward movement-building goals.

The Litigation Counsel is responsible for developing and implementing a variety of advocacy strategies, and for mentoring and supporting the practice group attorneys. Structurally, the Litigation Counsel reports to a designated Managing Attorney, who provides the general and administrative leadership, strategic direction, and overall management and supervision of the members of the practice group. In practice, the Litigation Counsel and Managing Attorney co-lead the team's advocacy.

## **MINIMUM QUALIFICATIONS**

Candidates must have a Juris Doctor degree plus nine years of experience practicing law. Internal candidates, if employed at DRC for four continuous years and with eight years of experience practicing law, may also apply.



In addition, the position requires:

- Demonstrated ability to lead complex advocacy projects and litigation, build strong relationships, and work well in collaborative settings;
- Excellent research, writing, analytic, and oral advocacy skills;
- Fearlessness and a deep commitment to zealous client-centered advocacy – demonstrated by lived experience or public interest employment history – through the representation of people with disabilities, lower-income clients, and people of color, and by incorporating race-equity, civil rights, and community/movement lawyering principles into their work;
- Expertise in one or more substantive areas of law related to the practice group (such as Title II of the Americans with Disabilities Act, Section 504 of the Rehabilitation Act, Section 1983, Equal Protection, Due Process, Eight Amendment, Individuals with Disabilities Education Act, state civil rights statutes, etc.);
- Expertise in federal and/or state civil litigation, including class action, appellate practice and/or mandamus writs, and systemic policy advocacy;
- Five years of exemplary results in litigation including settlement, final judgment, etc.;
- Three years of successfully leading, training, mentoring, and developing attorneys and advocates;
- Demonstrated results from mentorship, leadership, and supervision of multiple attorneys or advocates;
- Demonstrated ability to support and develop multiple junior staff in their own advocacy efforts, including litigation, systemic policy advocacy, administrative proceedings, and/or writs;
- Demonstrated ability to collaborate effectively with other lawyers and support staff, and to develop and implement impact strategies; and
- The ability to work independently with appropriate supervision.

## **LICENSES / CERTIFICATES**

Must be a member of the California State Bar or will become a member within one year.

**Working at DRC is more than just a job - it is a rare opportunity to do what you are good at while making a difference! DRC offers competitive salaries and a generous benefit package. To view the detailed job description and complete the application process [here](#).**