Senior Attorney  
Mental Health Practice Group  
Location: Remote (Must live in California), Sacramento, Fresno, Oakland, Los Angeles, Ontario or San Diego  

Individuals who are Deaf or Disabled are encouraged to apply.  

**SALARY RANGE (Depending on Experience):** $89,435 - $130,958 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, 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/self care 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.

In order to enforce and expand the rights of people living with mental health disabilities, the Mental Health Practice Group engages in individual and systemic litigation, investigations and monitoring, and policy advocacy. Our team works collaboratively on lawsuits and projects. We are also adopting community lawyering and identity-conscious approaches to our advocacy in order to ensure that our advocacy seeks out and responds to the voices of people of color with disabilities and members of the LGBTQIA2S+ community with disabilities.

MINIMUM QUALIFICATIONS
Education, Experience, Licenses
Candidates must have a Juris Doctor degree plus seven (7) years of experience practicing law. Internal candidates, if employed at DRC for two continuous years and with six 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;
• Four years of exemplary results in litigation including settlement, final judgment, etc.;
• Two 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.