



**DISABILITY RIGHTS NORTH CAROLINA
CAREER OPPORTUNITY – Attorney, Substance Use Project
Salary Range: \$53,000 - \$92,700**

Agency Description: Disability Rights North Carolina (DRNC), a 501(c)(3) nonprofit, is the only organization that provides free legal advocacy services to people with all types of disabilities, of all ages, throughout North Carolina. We are NC's designated Protection and Advocacy agency and recognized leader in advancing disability rights, well-established and positioned for growth. We are committed to building race equity into our internal and external work (www.DisabilityRightsNC.org).

Job Description: DRNC has an immediate opening for a full-time staff attorney for a new project designed to combat discrimination in healthcare against individuals with Substance Use Disorder, including Opioid Use Disorder. The project, entitled Addressing Discrimination in Healthcare Against North Carolinians with SUD/OD, is funded through September 2023, with the strong potential for extended funding. The staff attorney will provide individual and systemic legal representation to enforce the civil rights of people with disabilities. Experience and an interest in civil rights and health law is preferred.

Job Duties include:

- Represent individual clients consistent with project parameters, including all phases of outreach, training, self-advocacy assistance, direct individual advocacy, systemic advocacy, and litigation
- Develop and maintain self-advocacy materials for use by clients and constituents
- Provide advice and assistance to DRNC clients, including writing letters and memoranda and drafting pleadings on behalf of clients
- Analyze and interpret federal and state laws, rulings, and regulations to stay abreast of legal developments in disability law, and other related law/ethical fields
- Analyze statutes, regulations, and agency policies/procedures and draft analyses and comments, as appropriate, in collaboration with DRNC staff
- Provide technical assistance to attorneys and advocates regarding the rights of individuals with disabilities, including assistance to pro bono attorneys
- Prepare written materials and conduct activities for the education and training of consumers, coalition partners, professionals, DRNC staff, members of the public, and others consistent with project parameters

- Coordinate with DRNC communications staff to obtain feedback from, and share information with, the disability community regarding the rights and experiences of people with SUD/ODD
- Cultivate, develop, and maintain relationships with subject area professionals and advocates, including state officials and agency staff, service providers, advocacy organizations, pro bono attorneys, and community advocates
- Represent DRNC at coalition meetings, public hearings, stakeholder groups, and/or task forces
- Prepare reports and updates for funders, the DRNC Board of Directors, and P&A affiliates
- Monitor institutions and other service providers, agencies, or settings as required
- Maintain complete and accurate records in DRNC's case management system consistent with agency policies and procedures

Requirements:

- JD degree and admitted to practice law in North Carolina
- Demonstrated interest and commitment to public interest law

Desirable qualifications:

- Lived experience with SUD (strong preference)
- Life experience with disability
- Legal work experience, with civil litigation experience strongly preferred
- Experience in a legal services, nonprofit, or public interest environment
- Ability to communicate in ASL, Spanish or another non-English language

Essential functions (with or without accommodations):

1. Ability to keyboard
2. Practice law in the State of North Carolina
3. Travel, including overnight
4. Interact with people with disabilities
5. Engage appropriately with others, both internally and externally
6. Work collaboratively, collegially, and cooperatively across teams and units
7. Occasionally work long hours and/or weekends.
8. Record data into the agency's database.
9. Communicate effectively, orally and in writing
10. Conduct research and analyses of pertinent legal authority

Disability Rights NC is an Equal Opportunity Employer. We do not discriminate in any aspect of employment with regard to race, color, religion, sex, sexual orientation, national origin, age, disability, veteran's status or any other characteristic protected by state or federal law. Individuals who increase the diversity of our team are encouraged to apply. We participate in E-verify.

This is a temporary, full-time position created through a private grant. The current grant period ends September 30, 2023. Funding, in our current judgement, is reasonably expected to continue after the current grant cycles.

Compensation Package that is competitive with other non-profits: The hiring range starts at \$53,000 and is commensurate with experience. DRNC offers excellent benefits that include 100% employer-paid health, dental, vision, life and disability insurance as well as generous paid time off and a retirement plan with an employer match.

Send a detailed letter of interest explaining your qualifications and interest in the position and resume to: **resumes.hr@disabilityrightsnc.org**. Include *Attorney, Substance Use Project* in the subject line of the email. No phone calls please.

Closing Date: Priority will be given to applications received by 1/25/23. Position will remain open until filled.