



## National Disability Rights Network

### Job Announcement

#### Staff Attorney

#### Vocational Rehabilitation, Transition, and Employment

The [National Disability Rights Network](#) (NDRN) in Washington, D.C., seeks an **experienced staff attorney** to provide training and technical assistance to the national Client Assistance Program (CAP) and Protection and Advocacy (P&A) Network on the rights of people with disabilities who seek vocational rehabilitation (VR), transition, and other services related to gaining or advancing in employment, particularly in competitive integrated settings.

Specifically, the staff attorney will coordinate, develop, and provide legal training and technical assistance to P&A/CAP agency staff in the following areas:

- Projects, programs, and services provided under the Rehabilitation Act of 1973, as amended.
- Employment of persons with disabilities in integrated work settings with any needed reasonable accommodations.
- Supports and services available for transition aged youth and young adults with disabilities in multiple settings under the Rehabilitation Act and the Individuals with Disabilities Education Act (IDEA).
- Alternative dispute resolution strategies.
- Employment discrimination under Title V of the Rehabilitation Act and Title I of the Americans with Disabilities Act (ADA).

## **Who We Are:**

[NDRN](#) is the nonprofit membership organization for the federally mandated Protection and Advocacy (P&A) Systems and Client Assistance Programs (CAP) for individuals with disabilities. The P&A System is collectively the largest provider of legal services to persons with disabilities in the United States. The System uses various means including mediation, negotiation, administrative complaints, and individual and systemic litigation to address a wide range of rights violations which impact persons with disabilities.

NDRN provides training, technical assistance, and legal support to the P&A/CAP agencies, which are in every state, U.S. territory, and for a consortium of Native American tribes. NDRN is also involved in legislative advocacy to create a society in which people with disabilities are afforded equal opportunity and are able to fully participate by exercising choice and self-determination.

## **Responsibilities for the Staff Attorney Include:**

- Deliver technical assistance to support CAP and P&A agency attorneys and advocates pursue federally mandated legally based individual and systemic advocacy primarily involving rights related to:
  - 1) Access to VR services, including all due process requirements under Title I of the Rehabilitation Act.
  - 2) Youth focused transition age services under the Workforce Innovation and Opportunity Act (WIOA) and the Individuals with Disabilities Education Act (IDEA).
  - 3) Employment discrimination under Title V of the Rehabilitation Act and Title I of the Americans with Disabilities Act.
  - 4) Other needs of the CAP and P&A staff addressing rights and services which enhance opportunities for community integration for people with disabilities, especially related to achieving employment.

The provision of technical assistance may involve strategic discussion and guidance to P&As and CAPs on litigation strategies along with other advocacy approaches.

- Develop, coordinate, and conduct remote and in-person national and regional trainings to meet the identified training needs of CAP advocacy staff. The trainings will be designed to enhance and expand their ability to protect the rights of persons with disabilities with respect to VR, transition, work supports/services and integrated employment settings. This will include creation of on-line courses using NDRN's new Learning Management System.
- Create, update, and maintain relevant training and technical assistance resources and participate in discussion forums in relation to vocational rehabilitation, employment and/or educational services.
- Draft technical assistance and other materials regarding relevant regulations, policies, and practices designed to support the work of P&A/CAPs under the CAP and other federal grants.
- Assist in providing technical assistance and in the development of trainings on legal rights and advocacy strategies in the acquisition and use of assistive technology devices and services.
- Broker expertise among the P&A/CAPs and work with outside experts to promote the sharing of legal and other resources across the P&A/CAP Network.
- Review and analyze program outcome data from CAP agency program reports to assess advocacy trends, emerging issues, and training and technical assistance needs.
- Compile and draft reports which demonstrate the efficacy of CAP and P&A agencies related to competitive integrated employment and other advocacy efforts.
- Provide subject matter expertise to support NDRN special projects and grants, as necessary.

### **Required Qualifications:**

- A Juris Doctorate degree from an accredited law school, with a minimum of 3 to 5 years of experience in legal practice. Good standing to practice law in at least one state or the District of Columbia.
- Knowledge of disability rights and issues related to VR, employment, and/or transition services.

- Demonstrated commitment to disability rights, other civil rights, and social justice.
- Knowledge or experience representing clients eligible for VR services, transition services, employment services or related representation of workers with disabilities.
- Effective communication skills, including strong writing skills.
- Excellent legal research and analytical skills.
- Demonstrated interpersonal skills, including but not limited to sensitivity to other people and the ability to work cooperatively with others.

**Preferred Qualifications:**

- Prior work with a non-profit legal services program, especially a CAP or P&A organization.
- Experience in the development of on-line legal content for training purposes.
- Experience representing clients in front of state or federal administrative agencies, especially concerning VR services, education services, or employment discrimination.
- Experience in litigation in state or federal court.
- Understanding of VR laws and services, especially involving transition age youth.
- Understanding of state and federal employment discrimination laws.
- Experience presenting and training with large and small groups to convey specialized content to adult learners though in person and virtual means.
- Multi-lingual (which includes American Sign Language).

## **Location and Travel:**

**Location:** Washington, D.C. following a hybrid policy, however, NDRN will consider fully remote applicants for this position working outside of the Metro D.C. area.

If the candidate selected is from outside of the Metro D.C. area, the person will work remotely, compensated for travel to our office for onboarding purposes, company-wide strategic planning sessions, and annual conference. We provide technology to support your work.

The position requires some travel and occasional work on weekends.

## **Compensation and Benefits:**

NDRN offers a competitive salary, based on experience. Benefits include health plan; Flexible Spending Account; transit and parking benefits; 403(b) retirement plan; paid vacation and sick leave, and at least ten paid holidays.

The **salary range** for this position is \$80,000 to \$90,000.

## **How To Apply:**

**Submit a cover letter, resume, and salary requirements attention: David Hutt, Deputy Executive Director for Legal Services.** See closing date below for more information on NDRN's dates for reviewing applications.

**E-mail to: [LegalUnitPosition@ndrn.org](mailto:LegalUnitPosition@ndrn.org) (Subject: Staff Attorney Position); or**

**Mail to: 820 First Street, NE, Suite 740, Washington, DC 20002.**

No phone calls please.

## **Closing date:**

Candidates will be selected for consideration **on a rolling basis beginning on November 1, 2023**

**No application will be considered after November 15, 2023.**

Candidates selected for an interview will be required to submit a writing sample.

**Reasonable Accommodations:**

NDRN provides reasonable accommodations to applicants with disabilities. If you need a reasonable accommodation for any part of the application or hiring process, please notify us at [hr@ndrn.org](mailto:hr@ndrn.org).

**NDRN is an equal opportunity/affirmative action employer**, and we prohibit discrimination and harassment of any kind. We celebrate diversity and are committed to creating an inclusive environment for all employees. Qualified applicants will receive consideration for employment without regard to age, race, color, religion, sex, national origin, sexual orientation, gender identity, disability or protected veteran status.

**Persons from diverse racial and ethnic backgrounds, and persons with disabilities are strongly encouraged to apply.**