

We are seeking an attorney to join our legal team. The CAP Attorney/Coordinator coordinates the work of the CAP Program to help people with disabilities who seek or receive vocational rehabilitation services under Section 112 of the Rehabilitation Act of 1973. The CAP helps people understand and access rehabilitation services and assists people in pursuing appeals and other rights under the Act. The CAP Attorney also assists people with disabilities in employment cases. This position is a Union Bargaining Member.

Disability Rights Ohio is committed to the full inclusion of all qualified individuals and places a high value on diversity in our workplace, including diversity in race, ethnicity, gender, sexual orientation, age, and ability. As part of this commitment, we will ensure that persons with disabilities are provided reasonable accommodations. If a reasonable accommodation is needed to participate in the job application or interview process, please let us know.

Please only share the accommodation requested and do not share your diagnosis or medical information.

If you are hired and need a reasonable accommodation to perform the essential functions of the job, and/or to receive other benefits and privileges of employment, we will engage in the interactive process once you are hired, but you do not need to share future accommodation needs at this time.

About Our Organization:

Disability Rights Ohio is a nonprofit organization committed to advocating for an equitable Ohio for people with disabilities. We provide a collaborative, supportive, mission-focused work environment. With a 35-hour work week, flexible scheduling, remote work opportunities, paid holidays, and generous paid time off, our organization promotes a healthy work-life balance. Our team members enjoy competitive health, vision, and dental insurance, along with a matching 401K plan.

Responsibilities:

- Provides legal advice, consultation and research on general issues to DRO clients, receives and investigates complaints regarding civil and human rights of DRO clients and negotiates resolution, settlement and litigation of legal matters.
- Conducts legal research and prepares legal briefs, memoranda and pleadings on complex litigation on behalf of Disability Rights Ohio.
- Prepares cases for trial and independently tries cases in state and federal courts, examines witnesses, presents legal arguments and evidence and handles appeals for DRO clients.
- Reviews provider rules, programs and policies for client's rights implications.

- Works in cooperation with other program staff, answers inquiries and provides referrals and technical assistance concerning client's rights to government officials and the general public.
- Performs related legal and administrative work (e.g., serves subpoenas, prepares reports and maintain records, including time logs in cases where attorney fees are available).
- Confers with team leaders, administrators and other attorneys concerning difficult legal problems.
- Attends conferences and participates in continuing legal education.
- Conducts intakes as assigned.
- Writes publications and conducts public speaking to clients and related groups as assigned.
- Provide individual client services including information/referral, counseling and advice regarding rights and responsibilities relative to the projects and programs funded under the Rehabilitation Act.
- Assist clients in mediation and negotiation to resolve problems/concerns.
- Assist clients with administrative appeals to resolve grievances including representation at impartial hearings, and access to other legal services as needed.
- Educate state agencies on policy development, identify systemic problems and recommend solutions, and advocate for change in the service delivery systems.
- Conduct outreach, review state plans, and comment on proposed rules, legislation and regulations.
- Provide substantive legal supervision to non-attorney CAP advocates.
- Oversee the CAP program to ensure it is meeting federal requirements, including helping to complete required reports.
- Assist team leader and other staff with other duties as required.

Requirements:

- Commitment to mission of the P & A and to the civil rights of all people.
- 3-5 years of experience with advocacy under the Rehabilitation Act and employment law, or comparable experience.
- Knowledge of disability law and experience working with individuals with disabilities.
- Understanding of and commitment to client directed advocacy.
- Graduate of accredited law school and admitted to Ohio Bar and a member in good standing, or must seek admission and be admitted within 1 year of employment.
- Within 1 year of employment must be admitted to U.S. district courts for the Northern and Southern Districts, and registered for Federal Court Electronic Case Filing in both the Northern and Southern District Courts.
- Proficiency in oral and written communication and computer literacy.

- Ability to work with individuals from a variety of cultural backgrounds and abilities.
- Ability to maintain confidentiality and to deal effectively with and negotiate through confrontational situations and stressful interactions.
- Ability to travel.

Preferred Qualifications:

- Fluency in a second language, including American Sign Language.
- 2 years of experience in a supervisory role.

Application Process:

If you are interested in this attorney position, please submit your resume, a cover letter detailing your qualifications and relevant experience, and any other supporting documentation to hr@disabilityrightsohio.org. We appreciate all applications, but only qualified candidates will be contacted for further consideration.

Note: All applications will be treated with strict confidentiality.

Job Type: Full-time – Union Bargaining Member

Benefits:

35 Hour work week

401(k)/matching

Company Paid Dental, Vision, Life, STD/LTD

Health insurance

Flexible schedule

Generous paid time off

Sick leave

Disclaimer: The above job description is intended to describe the general nature and level of work being performed by individuals assigned to this position. It is not intended to be an exhaustive list of all responsibilities, duties, and skills required for the role.

Job Type: Full-time

Salary: \$57,750 - \$89,250.00 per year

Schedule:

Monday to Friday

Work Location: Hybrid remote in Columbus, OH 43215

COVID-19 considerations:

All staff are working remotely. All CDC guidelines will be followed. Additional, significant protocols are also being put in place to ensure staff safety.