

Disability Rights

FLORIDA

Senior Staff Attorney (Special Education)

Advocacy, Education and Outreach Team

Location: Ft. Lauderdale, Tampa, Gainesville, Tallahassee or fully remote.

SALARY RANGE (Depending on Experience) \$75,000 - \$85,000

EXCELLENT BENEFITS including paid vacation, sick leave and personal holidays, contributed employer medical, vision and dental insurance, 401(k) plan with an impressive employer contribution match, Life, LTC, AD&D, short and long-term disability insurance, generous paid holidays as well as a host of additional optional benefits. Employment at Disability Rights Florida is eligible employment for LRAP and PSLF.

Application deadline: Open until filled. Preference will be given to applications submitted prior by February 28.

WHO WE ARE

Disability Rights Florida (Disability Rights) is a not-for-profit corporation that acts as the state's federally mandated Protection and Advocacy (P&A) System for individuals with disabilities. As Florida's P&A System, Disability Rights' mission is to advocate, educate, investigate, and litigate to protect and advance the rights, dignity, equal opportunities, self-determination, and choices for all people with disabilities.

PURPOSE OF THE JOB

The Senior Staff Attorney's primary responsibility is investigating violations of the Individuals with Disabilities Education Act and Rehabilitation Act and pursuing advocacy and litigation as appropriate to protect the civil rights of students with disabilities and ensure they have access to a free and appropriate public education. The Senior Attorney may also handle fair housing, ADA claims, and vocational rehabilitation cases. Our services are free and confidential. Created within this position is an opportunity to work for a dynamic organization on the front lines of protecting and advocating for the rights of people with disabilities. Our mission is to advocate, educate, investigate, and litigate to protect and advance the rights, dignity, equal opportunities, self-determination and choices for all people with disabilities. We are a passionate, highly motivated, dedicated group of professionals and we are looking for exceptional talent, with the same passion for our mission, to join our team.

Our attorneys provide legal services and engage in individual and systemic advocacy on behalf of individuals with disabilities. The Senior Staff Attorney must be capable of independently

handling complex legal matters, as well as providing mentoring and routine guidance to other attorneys and paralegal staff in litigation planning and organization. Experience litigating cases involving violations of the Individuals with Disabilities Education Act and Rehabilitation Act is required. Federal court experience preferred. Statewide travel and a government clearance by the United States Government Office of Personal Management is required for this position.

The Senior Staff Attorney works under the direct supervision of the Advocacy, Education and Outreach Team Director in collaboration with the Legal Director, other Disability Rights Florida attorneys and advocates.

MINIMUM QUALIFICATIONS

- Member of the Florida Bar for a minimum of 5 years or comparable experience. Member of the Florida U.S. District Courts and the 11th Circuit Court of Appeals or eligibility to become a member.
- At least 5 years of experience handling individual cases involving violations of the Individuals with Disabilities Education Act and Rehabilitation Act.
- Knowledge of current state and federal law, regulations, court and administrative procedure as well as rules of professional conduct.
- Significant legal/litigation experience in state or federal courts in areas of civil rights litigation to include client contact, complex motion or appellate practice and litigation through jury or non-jury resolution.
- Ability to read, write and speak professionally and communicate effectively in English, including a working knowledge of correct grammar, punctuation, spelling, sentence structure and legal citation.
- Able to provide effective supervision of staff, demonstrated ability to analyze complex problems, develop effective solutions and implement recommendations.
- Knowledge of management principles and strategic planning, organizational skills to manage multiple priorities and meet internal and external deadlines.
- Sound professional judgment and ability to interface effectively with staff at all levels and maintain productive working relationships. Ability to work in an interdisciplinary team with other professionals.
- Proficient with electronic legal research systems.
- Experience working with and/or sensitivity to persons with disabilities, especially in institutional settings.
- Proficient with PC and Microsoft operating system and Microsoft Office, especially Word, familiarity with client databases and data reporting.
- Availability to travel, sometimes on short notice, throughout Florida, including rural areas.

PREFERRED QUALIFICATIONS

- **Government clearance by the United States Government Office of Personal Management is required.**

- A passion for working with mission-driven organizations.
- Prior work with a public organization, non-profit organization or law firm.
- Knowledge of and experience working with people with disabilities.

To apply, please submit a cover letter, resume, three professional references (at least two direct supervisors) and a legal writing sample to: Cynthia Ryan Harris, Disability Rights Florida, 2473 Care Dr. Suite 200, Tallahassee, FL 32308, fax 850- 558-1821 or email: job124@disabilityrightsflorida.org or visit: http://www.disabilityrightsflorida.org/about/employment_opportunities.

We encourage individuals with disabilities and from other diverse backgrounds to apply.

DFWP/EOE