



JOB POSTING

Disability Rights Ohio (DRO) is a non-profit corporation with a mission to advocate for an equitable Ohio for people with disabilities. We provide legal advocacy and rights protection to a wide range of people with disabilities.

Our vision:

Voices elevated. People empowered. Equity achieved.

Our values:

Justice & Dignity / Informed Leadership / Unwavering Commitment / Fierce Advocacy / Access & Opportunities

Disability Rights Ohio (DRO) is seeking a full-time **Legal Advocacy Director** for our nonprofit organization with a commitment to our mission and core values. Reporting to the President and CEO, the Legal Advocacy Director assists the CEO in establishing, defining, and implementing agency goals and objectives. This position directs and coordinates legal advocacy; supervises attorney team leaders, the Associate Advocacy Director, the Intake Team Leader, and the Policy Director; and assures that agency priorities are implemented.

DRO offers an attractive compensation package including the following benefits:

- 35-hour workweek.
- Fully on-site, hybrid, and remote working options after completion of onboarding.
- Health, dental, vision, short-term and long-term disability, and life insurance coverage effective on the 1st of the month after date of hire.
- Retirement plan with company match.
- Paid time off beginning at 14 days per year, with step increases after one, five, and eight years of service.
- 14 paid holidays.
- Professional development stipend, including CLE allowance.
- A fun, collaborative culture that promotes advocating for and protecting the rights of people with disabilities.

KEY RESPONSIBILITIES:

- Provides leadership and strategic direction to advocacy and policy teams, and supervises attorney team leaders, the Associate Advocacy Director, the Intake Team Leader, and the Policy Director.
- Provides strategic leadership for and oversees DRO's legal advocacy work including systemic and policy advocacy, monitoring and investigation activities, , and litigation.
- Directs and coordinates systemic initiatives using a multi-faceted approach to achieve broad-reaching outcomes for Ohioans with disabilities.
- Oversees all litigation activities, including planning, leading and coordinating complex litigation, serving as lead counsel on significant impact litigation, leading teams and mentoring attorneys and advocates to ensure the highest quality legal representation for DRO's clients.



- Develops a strategic approach to identifying and pursuing impact litigation and systemic initiatives to further DRO's priorities in the most effective and efficient manner within limited resources.
- Presents information at conferences and training events to further the mission of DRO and to provide rights education and empower Ohioans with disabilities.
- Supports DRO's policy advocacy work by: coordinating legal support for Policy Director; reviewing comments on federal and state regulations; supporting the development of testimony for federal and state legislation; and attending meetings with high-ranking public officials.
- Develops and supports collaborative relationships with stakeholders to further DRO's mission, enhance the effectiveness of advocacy initiatives and promotes the empowerment of people with disabilities.
- Assists with identification of advocacy needs and development of DRO's programmatic priorities, including supporting the leadership team in developing and promoting strategic and collaborative advocacy to implement DRO's priorities.
- Supports development of new projects, including identifying and supporting grant and funding opportunities to enhance and support DRO's advocacy work.
- Assists the CEO with strategic planning and supports the Board of Directors by providing regular reports on advocacy activities and outcomes.
- Ensures the quality of legal work by: developing effective methods for case reviews and supervision of all legal work including advocacy by non-attorneys; providing legal training to promote the highest levels of client-directed advocacy; mentoring attorneys to develop expertise in disability law and legal procedures; and ensuring adequate legal support for all aspects of DRO's advocacy work.
- Supports organization fiscal operations by working with the Finance Director to manage grant spending by advocacy teams.
- Performs other duties as required.

ADDITIONAL KNOWLEDGE, SKILLS, AND ABILITIES:

- A strong commitment to the human, civil and legal rights of Ohioans with disabilities.
- Strong leadership skills, with an understanding of how teams work and relate internally to provide maximum results. This includes leveraging leadership for overall effectiveness in the office and management of staff.
- Experience with litigation strategy including class actions and federal court litigation.
- Ability to learn complex legal and grant requirements.
- Clarity of communication, specifically with diverse audiences.
- An excellent listener with the ability to consider all perspectives on relevant issues.
- Outstanding problem-solving skills.
- A deep understanding of disability systems preferred.

CREDENTIALS AND EDUCATION:

- Graduate of accredited law school and admitted to, or eligible for admission to, Ohio Bar and a member of good standing.
- Experience in supervision and management.
- At least 5 years' experience as an attorney.
- Admitted to, or eligible for admission to, U.S. district courts for the Northern and Southern Districts of Ohio, and the U.S. Court of Appeals for the Sixth Circuit.
- Commitment to mission of the P & A and to the civil rights of all people.



- Understanding of and commitment to client directed advocacy.
- Proficiency in oral and written communication, and computer literacy.
- Ability to work with individuals from a variety of cultural backgrounds.
- Ability to maintain confidentiality and to deal effectively with and negotiate through confrontational situations and stressful interactions.
- Ability to travel.

PLEASE NOTE THAT WE ARE PARTNERING WITH GO-HR TO FILL THIS POSITION. Any inquiries to Disability Rights Ohio (DRO) will be directed to GO-HR at info@go-hr.biz. Please include a cover letter to accompany your resume.

Disability Rights Ohio (DRO) is an Equal Opportunity Employer and does not discriminate in employment activities based on any protected class. This job description is designed to be a good representation of the job requirements but is not a comprehensive listing of activities, duties or responsibilities required of the employee. Employment at DRO is at-will; this job description does not constitute a contract of employment.