



National Disability Rights Network

Job Announcement

Staff Attorney Community Integration

The [National Disability Rights Network](#) (NDRN) in Washington, D.C., seeks an experienced attorney to provide training, technical assistance and support to achieve community integration for people with disabilities through advocacy by the nationwide network of Protection and Advocacy (P&A) Systems. The staff attorney position will support P&A work that ensures access to community-based services and supports for people with disabilities, and the prevention of institutionalization of people with developmental, mental health, and other types of disabilities.

The staff attorney will specially assist NDRN and its P&A members with the following:

- The use of all legal and regulatory tools necessary to ensure true community integration, including but not limited to:
 - The Home and Community Based (HCBS) Settings Rule, Medicaid, and Medicaid waivers.
 - Access to a sufficient supply of appropriately trained and supported direct care staffing hours.
 - Access to safe, supported, accessible and affordable housing.
 - Transportation options to enable full inclusion in the community.
 - Access to an integrated life in the community, including recreation, social, and civic engagement.
 - Use of, and compliance with, the integration mandate under U.S. Supreme Court's seminal decision in *Olmstead v. LC*.

- Systemic litigation to advance practical access to a robust array of community-based services and supports for people with disabilities, including cases brought under the Medicaid Act, the Americans with Disabilities Act (ADA), and other statutes.
- Serve, as appropriate, as staff liaison and technical expert for NDRN with our federal partners, such as the Administration for Community Living and the Substance Abuse and Mental Health Services Administration, and other organizations such as the Advocates for Human Potential and the National Health Law Program.

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 P&A System uses various means, including administrative complaints, individual and systemic litigation, and education of the public and policy makers to address a wide range of rights violations which impact persons with disabilities.

NDRN provides training, technical assistance, and legal support to the 57 P&A agencies, which are in every state, U.S. territory, and for a consortium of Indigenous 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 of this Staff Attorney Position Includes:

- Deliver direct technical assistance to support P&A attorneys and advocates protect and expand the ability of persons with disabilities to live in the community. This will include the provision of legal technical assistance on HCBS, Medicaid waivers, housing options, and legal approaches based on *Olmstead*. Technical assistance may involve providing advice on litigation strategies and other advocacy approaches.

- Develop, coordinate, and conduct remote and in-person trainings in assigned subject matters to meet the identified training needs of P&A legal and advocacy staff and expand their ability to protect the rights of persons with disabilities to live in the community
- Create, update, and maintain relevant training and technical assistance resources and participate with relevant forums in areas assigned.
- Broker expertise among the P&As and work with outside experts to promote the sharing of legal and other resources across the network.
- Develop and expand collaborations with federal agencies and other national advocacy organizations who support community integration.
- Draft proposals and develop position papers regarding relevant regulations, policies, practices and funding opportunities designed to support the work of P&As and protect the rights of persons with disabilities.
- Consult with and advise the NDRN executive director and other staff on issues related to community integration.
- Provide subject matter expertise to support NDRN special projects and grants related to community integration and parallel issues.
- Compile and draft reports which demonstrate the efficacy of the work of P&A System and NDRN related to community integration and the prevention of institutionalization.

Required Qualifications:

- A Juris Doctorate degree from an accredited law school, with a minimum of 5 years of experience in legal practice. Good standing to practice law in at least one state or the District of Columbia.
- Knowledge of the following topics:
 - Federal disability rights law related to community integration.
 - Case law developments and strategies based on the *Olmstead v. LC* decision.
 - Medicaid program rules including Medicaid waivers.
 - The HCBS Settings Rule.

- Federal law and programs which support accessible and affordable housing.
- Approaches to expand access to an integrated life in the community, including recreation, social, transportation, and civic engagement.
- Demonstrated commitment to civil rights and social justice.
- Knowledge or experience representing clients with mental health or developmental disabilities.
- Effective communication skills, including writing skills.
- Excellent legal research and analytical skills.
- Litigation experience in federal court.
- 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 non-profit legal services programs.
- Experience in systemic litigation to advance community integration and the prevention of institutionalization, including cases brought under the Medicaid Act, the Americans with Disabilities Act (ADA), and other statutes, especially class action litigation.
- Understanding of institutional accreditation standards, federal conditions of participation in the Medicaid and Medicare program, or state level mental health or developmental disabilities services.
- Experience presenting and training with large and small groups to convey specialized content to adult learners.

Location and Travel:

NDRN's office is located in Washington, D.C. 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 for D.C. Metro area employees; 403(b) retirement plan; paid vacation and sick leave, and at least ten paid holidays.

The **salary range** for this position is \$85,000 to \$105,000.

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 (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 September 3rd, 2024.**

No application will be considered after **September 30, 2024.**

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.

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.