



Advocate or Senior Advocate Housing Stability Project

Location: Sacramento, Oakland, Los Angeles, San Diego, Ontario, Fresno, Hybrid or Remote (must live in California)

Individuals who are Deaf or Disabled are encouraged to apply.

SALARY RANGE (Depending on Experience): \$24.97 hr. – \$37.92 hr.

We base salary and position offers on experience and an internal equity analysis.

Employment Status: Non-Exempt; Regular; Full time (37.5 hrs)

EXCELLENT BENEFITS including 8% 401k Match, a language differential up to \$250/mo. Health (HMO and PPO options), dental, vision, basic life insurance, short-term and long-term disability insurance and flexible spending accounts (medical, dependent care and commuter). Additionally, we offer ample vacation, sick/self care leave and eighteen paid holidays (including the last week in December) and more..... We are a Public Service Loan Forgiveness (PSLF) - eligible employer.

Application Deadline: *Open until filled.* Applications should be received by February 10, 2023 to be considered for the first round of interviews.

WHO WE ARE

Disability Rights California (DRC) defends, advances, and strengthens the rights and opportunities of people with disabilities.

DRC works for a world where all disabled people have power and are treated with dignity and respect. In this world, people with disabilities are supported, valued, included in their communities, afforded the same opportunities as people without disabilities, and make their own decisions.

DRC values all forms of human diversity. We are committed to a culture of belonging where all people are welcome. In order to be effective advocates for all people with disabilities, we must address discrimination in all its forms, including the unique challenges faced by people who experience the intersection of multiple systems of discrimination.

Housing Stability Project

DRC is seeking an Advocate or Senior Advocate to join our Housing Stability Project (“HSP”) team. DRC launched HSP in October 2021 to respond to the anticipated influx of evictions driven by the COVID-19 pandemic. Our aim is to prevent the displacement of persons with disabilities, particularly those in low-income communities and communities of color, and empower individuals to advocate for their rights as tenants. HSP operates primarily on a self-help telephone clinic model to assist people with disabilities throughout California on issues impacting their housing. Select cases receive representation for negotiations or at administrative hearings to preserve income or housing. We also work with unhoused people to identify needed services and overcome accessibility barriers.

HSP works in accordance with community lawyering principles: we take a cross-disciplinary approach to helping clients overcome barriers to housing stability, and we have social workers as part of our legal team at DRC. In addition to direct work with clients, we are adopting a multi-pronged approach by providing Know-Your-Rights training, workshops, advocating with government agencies and housing providers to improve access, and forming strategic partnerships with other service providers (including local legal aids) and community groups to leverage our resources and maximize the number of people we can assist.

We are a diverse and collaborative team that values flexibility, adaptability, and innovation in a legal landscape that has been significantly changed by the pandemic.

PURPOSE OF THE JOB

The Advocate (or Senior Advocate, depending on experience) will handle client cases from intake to case conclusion in close partnership with the attorneys and social workers on the team. The direct client work will range from providing advice (under the supervision of an attorney) to representing clients in administrative hearings/complaints. Non-client work includes community outreach, Know-Your-Rights trainings, legal clinics, and policy advocacy. The goal of our work is to provide individualized help to prevent homelessness and combat systemic housing stability issues while meeting federal and state grant requirements.

The Advocate or Senior Advocate works under the direct supervision of one of the Supervising Attorneys for HSP and in collaboration with other Disability Rights California attorneys, advocates, and social workers in our legal, advocacy, and outreach efforts.



MINIMUM QUALIFICATIONS

- Bachelor's (BA or BS) degree in a related field from four-year college OR equivalent combination of experience and/or training. (Typically, 2-3 years of experience for Advocate; 6 years of experience for Senior Advocate).
- Knowledge and experience to provide proficient client contact, data collection, and oral presentation skills.
- Demonstrated ability to interview people in a variety of methods including on the phone, via video tele-conference, in-person, or over email.
- Strong organizational skills and an ability to independently manage multiple tasks and deadlines in an efficient and timely manner.
- Ability to listen to and synthesize information in a clear manner and to communicate information to individuals in a variety of formats depending on the clients' needs.
- Strong professional written communication skills.
- Experience working with people across a variety of backgrounds in the community, including individuals from language or ethnically distinct communities, people with disabilities, people at risk of or experiencing homelessness, elderly populations, and a variety of socioeconomic groups.
- Cultural humility and sensitivity toward intersectional issues.

In addition to the above, the minimum qualifications for Senior Advocate include: Expertise and proficiency in housing law issues and demonstrated client management skills.

Working at DRC is more than just a job - it is a rare opportunity to do what you are good at while making a difference! DRC offers competitive salaries and a generous benefit package. To view the detailed job description and complete the application process [here](#).