



Clients' Right Advocate 1 or 2 – Staff Attorney

Office of Clients' Right Advocacy (OCRA)

LOCATION: San Francisco (Golden Gate Regional Center)
eligible for hybrid (office/remote)

SALARY RANGE (DOE): \$62,470 – \$91,243 annually (CRA 1)
\$67,477 – \$98,817 annually (CRA 2)

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

EXCELLENT BENEFITS including 8% 401k Match and a LRAP (Loan Repayment Assistance Program) program that pays up to \$300 per month depending on salary and debt.

Application Deadline: *Open until filled*

Make a difference! We stand for the rights of people that have disabilities....JOIN US!

Individuals who are Deaf or Disabled are encouraged to apply

WHO WE ARE

Disability Rights California (DRC) is a statewide, non-profit legal organization dedicated to advancing the rights of Californians with disabilities. DRC works to achieve fairness and justice for people with disabilities through individual and impact litigation, state and federal policy and regulatory advocacy, and community education and training.

OFFICE OF CLIENTS' RIGHTS ADVOCACY

DRC has a contract with the Department of Developmental Services (DDS), State of California, to provide Clients' Rights Advocacy services for clients of each of the 21 regional centers located statewide. That contract funds the Clients' Rights Advocate (CRA) position. We are a team of zealous advocates and disability generalists who are building a culture of teamwork and working for a world where all disabled people have power, are treated with dignity and respect, and make their own decisions.

POSITION SUMMARY:

The CRA advocates for people with developmental disabilities who are regional center clients, including people who reside in state developmental centers and community facilities. The CRA is a generalist who provides information, advice, and representation on a wide range of legal topics impacting people who receive regional center services. Examples are special education, Social Security, IHSS, healthcare

and insurance, and living in the community.

The CRA works under the direct supervision of a supervising attorney and in collaboration with other OCRA advocates and attorneys in their advocacy and outreach efforts.

This position is in a location convenient to the regional center and is eligible for a hybrid schedule working both remotely and in-office.

JOB RESPONSIBILITIES

Essential functions are the job responsibilities an employee must be able to perform, with or without reasonable accommodation. CRA essential functions include:

Advocacy – 70%

- Provide information and advice about the diverse legal needs of people with developmental disabilities who receive services from the regional center.
- Represent clients at administrative proceedings regarding education, public benefits, and regional center eligibility and services.
- Identify and employ impact advocacy strategies to remove systematic barriers for people with disabilities.
- Develop and engage in relationships and collaborations with a range of public and private community partners, including governmental agencies and community-based organizations, to ensure integrative services for people who receive regional center services.
- Investigate, facilitate, and report on findings from complaints of violation, withholding, or denial of rights.

Supervision – 15%

- Directly supervise one advocate.

Outreach / Training – 15%

- Develop and implement an outreach plan, including targeted outreach to traditionally underserved communities.
- Strengthen and build relationships with local community-based organizations.
- Develop and conduct outreach, education, and training for regional center clients and their families, community groups, and others.

Other Duties

- Perform other duties as assigned.

SUPERVISORY RESPONSIBILITIES

Directly supervises one (1) advocate and carries out supervisory responsibilities in accordance with the agency's policies and applicable laws. Responsibilities include interview, hire, and train employees; plan, assign, and direct work; appraise performance; reward and discipline employees; address complaints and resolve problems.

TRAVEL REQUIREMENTS

Occasional travel required. Ability to travel occasionally for activities such as out-of-town meetings, team meetings, training, or outreach activities up to 10% of the time. More travel may be required to meet program or contract requirements.

MINIMUM QUALIFICATIONS

Education and Experience

- Juris Doctor degree.

- Two or more years:

Advocating for the rights of people with developmental disabilities;

or

Working in a paid or volunteer position relating to regional center services, special education, or

Social Security;

or

Demonstrating commitment – through lived experience and/or employment history – to working with

people with disabilities, people of color, or low-income clients.

- Ability to conduct research and analysis of pertinent legal authority.

- Written and verbal communication skills sufficient to communicate complex legal questions and issues to the general public.

- Experience working with or sensitivity to people with disabilities.

- Experience working with or sensitivity to people from ethnic or language distinct communities.

PREFERRED QUALIFICATIONS

- Three or more years advocating for the rights of people with developmental disabilities.
- Knowledge of statewide resources available to people with developmental disabilities.
- Experience reviewing medical or educational records.
- Able to communicate fluently and write effectively in Spanish or an Asian language.
- Alternate dispute resolution training and practice.
- One or more years supervising colleagues in a work or volunteer setting.
- Contacts with disability organizations and/or within disability communities.
- Experience with or extensive contacts in ethnic or language distinct communities.
- Experience providing training to a diverse range of people.
- Life experience as a person with a disability or direct experience as a caregiver of a person with a disability.
- Proficiency with Windows-based computer applications including Microsoft Office and case management software.
- Demonstrated experience and ability to work effectively with a variety of organizations and individuals with diverse perspectives, including people with

disabilities, administrators, advocacy groups, and the public, and to maintain confidentiality in all matters.

Licenses / Certificates

For placement as a CRA 2, must be admitted to the California State Bar, or eligible to practice under California's Registered Legal Services Attorney Program. If eligible under the RLSA Program, must become admitted to the California State Bar within three (3) years.

WORKING CONDITIONS

The following describes general working conditions and requirements of the job, which can be performed with or without disability-related reasonable accommodations.

- Duties are performed in office and home environments and the field in a wide range of settings, including courthouses, congregate care or other institutional settings, and community agencies.
- Duties frequently require sitting and communicating with others.
- Must be able to transport oneself to work-related meetings, hearings, facilities, and settings where clients live.

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](#).