



Associate Director
Office of Clients Rights Advocacy
Location: Remote (California Only)

Individuals who are Deaf or Disabled are encouraged to apply.

SALARY RANGE: \$130,118.63/yr. - \$190,560.83/yr.

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

EMPLOYMENT STATUS: Exempt; Regular; Full time.

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. April 19th, 2024.

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.

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. 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.

PURPOSE OF THE JOB

OCRA's program provides consultation and assistance to regional center clients, including: serving as a clients' rights resource to regional center clients, their families, and the community; assisting regional center clients in understanding procedures for initiating appeal hearings; obtaining generic services such as IHSS and SSI; asserting and protecting the rights of regional center clients changing their residence, including placement in facilities and judicial commitments to state-operated facilities; investigating denials of rights under Title 17, California Code of Regulations, Section 50540; providing self-advocacy trainings to regional center clients; and providing clients' rights training to regional center staff and service providers.

The OCRA Associate Director reports directly to the OCRA Director and is a member of OCRA's management team, assisting the Director with day-to-day operations of program activities and office administration, program leadership and guidance, and formulating program priorities. They represent OCRA in public and serve as a liaison to stakeholders such as clients, their families, and agencies and organizations such as DDS, Regional Centers, and the State Council on Developmental Disabilities. They lead multiple OCRA projects and program activities, ensuring that OCRA has the staff, resources, and tools to provide high quality advocacy services. The Associate Director is a thought partner and back-up to the OCRA Director and promotes a positive work environment and teambuilding within OCRA.

MINIMUM QUALIFICATIONS

Education and Experience

- Juris Doctor degree or equivalent and membership in the California State Bar.
- At least ten years' experience as a practicing attorney with at least four years of practice in public interest law. Judicial clerkships or externships may count as up to one year of legal practice experience.
- At least five years' experience advocating for the rights of people with disabilities or other underserved groups.
- At least five years' experience supervising multiple attorneys and/or advocates with demonstrated results reflecting successful mentoring and leadership.
- Proven ability to supervise multiple staff while also accomplishing administrative responsibilities.
- Experience with laws, rights, and services as they pertain to people with disabilities, or direct representation of people with disabilities.
- Demonstrated ability to communicate effectively, including planning communication strategies and effective interpersonal and conflict resolution skills.



- Demonstrated ability to work and supervise colleagues in a distributed and/or remote work environment.
- Demonstrated ability to analyze complex problems and develop creative solutions.
- Demonstrated commitment to diversity, equity, inclusion, and access and ability to work effectively with diverse groups of people.
- Proficiency with Windows-based computer applications including Microsoft Office software, case management software, database applications, and videoconferencing software like Zoom and Microsoft Teams.

DESIRABLE QUALIFICATIONS

- Demonstrated commitment – through lived experience or employment history – to working with people with developmental disabilities.
- Ability to communicate fluently and write effectively in Spanish or an Asian language, or ability to communicate using American Sign Language.
- Experience working in legal services and/or a nonprofit organization.
- Lived experience as a person with a disability or direct experience as a caregiver of a family member with a disability.
- Knowledge of programs that serve people with disabilities.
- Experience in the disability rights movement or extensive contacts in disability communities.
- Experience with or extensive contacts in ethnic or language distinct communities.

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](#).