



Company Name: Disability Rights Iowa (www.disabilityrightsowa.org)

Job Title: Litigation Attorney

Office Location: 606 Walnut Street, Suite 2220, Des Moines, Iowa 50309

Job Type: Full Time; Exempt,

Job Location: Disability Rights Iowa Office

Opening Date: February 27, 2026

Closing Date: For earliest consideration apply by **March 16, 2026**

Start Date: **April 2026**

Supervision: Legal Director

Agency Description: Disability Rights Iowa (DRI) is a well-established, innovative, legally based non-profit organization dedicated to advancing the rights of Iowans with disabilities. DRI is the federally mandated Protection and Advocacy agency (P&A) for individuals with disabilities in Iowa. DRI works to achieve equality and justice for people with disabilities through quality representation, advocacy, investigations of abuse and neglect, peer/self-advocacy services, community partnerships, regulatory advocacy work, education, and outreach. DRI strives to pursue litigation and advocacy that addresses current pressing needs of the Disability Community, proactively identifies future needs and constructs innovative solutions that continue to expand the human and legal rights of individuals with disabilities. DRI's legal work includes individual and impact litigation. For more information, go to www.driowa.org.

Salary/Benefits:

Annual salary for a Litigation Attorney with 5-7 years of civil litigation experience is between \$70,000 and \$76,000. Salary depends on experience. DRI offers a comprehensive benefit plan for eligible employees. Benefits include health insurance, dental insurance, basic life, short-term and long-term disability insurance, a 403(b) retirement plan, and flexible spending accounts. Flexible spending accounts feature reimbursement for both medical and dependent care.

Time-off: DRI offers generous holiday time off, paid sick time and vacation accrual package to full-time employees.

Disability Rights Litigation Attorney Job Description: DRI is seeking a passionate and experienced civil-rights attorney to protect and advance the rights of Iowans with disabilities. The Litigation Attorney will be responsible for providing individual and systems legal service to clients with disabilities, including advice, negotiation, representation in administrative hearings, litigation in state and federal court, and administrative and policy advocacy in accordance with program priorities and case handling policies. The Litigation Attorney will handle multiple cases and advocacy projects with appropriate supervision depending on experience including leading individual client litigation, administrative practice, appellate advocacy, technical assistance, systemic advocacy, outreach, training, and policy advocacy. The Litigation Attorney will work closely with the Executive Director and the Legal Director and collaborate with the entire DRI Team on system change issues and priorities.

Job Responsibilities:

1. Provides legal service to clients with disabilities including advice, negotiation, representation in administrative hearings, litigation in state and federal court, administrative and policy advocacy.
2. Participates in litigation with support from the Legal Director, on statewide impact activity including institutional and group litigation and policy advocacy beneficial to people with disabilities.
3. Coordinates with the Legal Director, Executive Director, and other DRI Team members to plan, develop and execute a variety of strategies to accomplish system change, including legal, policy, and administrative challenges to systems unresponsive to client needs as well as educating of policymakers, monitoring or investigations and collaborative advocacy. This work may include developing tools, partnerships, providing legislative education and advocacy, public and media relations, and leading a small team of attorneys and/or advocates on systems issues.
4. Assist the Legal Director in mentoring and modeling of legal skills and serves as a resource on professional responsibility and ethical issues for DRI attorneys and advocates.
5. Conduct investigations and monitoring in conjunction with other attorneys and advocate(s), as needed.
6. Engages and conducts outreach activities that increase the capacity of individuals with disabilities to be self-advocates.
7. Educate policy makers on disability-related issues.
8. Write organized and concise public reports, reports to other oversight and enforcement agencies, and internal reports regarding findings, conclusions and recommendations resulting from investigations or monitoring activities.

9. Conduct and prepare trainings on the rights of individuals with disabilities and on the protection and advocacy services available from DRI.
10. Participate on teams of attorneys and advocates with respect to any advocacy, monitoring or litigation conducted by DRI.
11. Represent DRI on councils, commissions, work groups, and stakeholder groups, as assigned by supervisor.
12. Work in conjunction with other DRI staff on planning and developing agency priorities, goals, and objectives.
13. Work in conjunction with other DRI staff in preparing annual program and performance reports, as assigned.
14. Travel throughout the state of Iowa as needed to conduct investigations, monitoring and provide advocacy.
15. Maintain thorough and complete records; including DAD (client management database) and client files.
16. Use Microsoft Office software suite.
17. Other duties as assigned.

Minimum Qualifications:

1. J.D. degree from an accredited law school.
2. Admitted to, or eligible for admission to, the Iowa State Bar, the United States District Courts for District of Iowa, and U.S. Court of Appeals for the 8th Circuit.
3. 5-7 years of civil litigation experience.
4. Experience in system change advocacy.
5. Strong and effective writing, verbal and negotiating communication skills, including the ability to do so in a concise manner, even when doing so regarding complex issues.

6. Strong organizational skills.
7. Experience in public speaking and developing effective presentations.
8. Excellent interpersonal, relationship-building and collaboration skills to be able to work with others inside and outside of the organization.
9. Ability to analyze complex problems and develop creative solutions.
10. Ability to conceptualize and develop initial and ongoing case strategies.
11. Ability to remain impartial when conducting investigations.
12. Ability to stay calm and relaxed when working with individuals who may be in a crisis.
13. Ability to be flexible to changing work assignments and processes.
14. Ability to maintain confidentiality.
15. Ability to conduct self in a professional manner.
16. Ability to work independently with appropriate supervision.
17. Willingness to locate or relocate in Greater Des Moines area.

Desirable Qualifications:

1. Previous experience in a State Protection and Advocacy Center.
2. Passion for advocacy and utilizing litigation to improve the lives of individuals with disabilities.
3. Experience in disability law, including but not limited to Medicaid, special education, The Americans with Disabilities Act and/or other federal or state laws impacting people with disabilities.
4. Demonstrate understanding of disability rights values in daily work (self-determination, person-centered services, informed consent, equal opportunity, independence, and inclusion).

Equal Opportunity Employer.

DRI is an Equal Opportunities Employer. It is the policy of DRI to prohibit discrimination and harassment of any type and to afford equal employment opportunities to employees and applicants, without regard to race, color, ethnicity, ancestry, religion, age, sex, gender, sexual orientation, gender identity/expression, pregnancy, medical condition or genetic information, veteran status, national origin, disability, marital or other protected status.

DRI is committed to providing reasonable accommodations to qualified individuals with disabilities who are applicants or employees. Applicants interested in seeking reasonable accommodations for the application process please contact Katie Vande Vorde, Operations Manager, Disability Rights Iowa kvandevorde@driowa.org.

Applications Process: Please send cover letter, resume and writing sample to DRI Legal Director, Cyndy Miller, at apply@driowa.org. No telephone calls please.