



Disability Law United

Staff or Senior Staff Attorney (Full-Time, Remote)

Disability Law United (DLU) is seeking a Staff or Senior Staff Attorney. This position is fully remote.

We work in disability justice generally and have specific practices at the intersections of disability rights and criminal justice, immigrant justice, disaster & environmental justice, and access to public services. This position will work on cases across practice areas with primary responsibility for existing emergency preparedness and shelter access cases as part of our disaster & environmental justice work.

DLU is a national, legal nonprofit organization that fights for liberation and equity through the lens of intersectional disability justice. DLU's work is informed by grassroots movements for systemic change. The focus of our work centers on the concerns and goals of people with disabilities who experience barriers and discrimination when attempting to access programs and services. DLU recognizes the need to go beyond enforcement of civil rights laws and to use an intersectional approach to understand how different systems of oppression affect our clients and communities.

We are looking for a Staff or Senior Staff Attorney who will continue DLU's current disability rights work while helping us develop innovative approaches that center the voices and goals of those most marginalized.

Responsibilities of the Staff or Senior Staff Attorney:

Under the supervision of the Legal Director, the Staff or Senior Staff Attorney will participate in impact litigation, class actions and other systemic and individual advocacy, including:

- Case intake and maintaining client communications
- Legal research and writing
- Document management
- Written discovery and depositions
- Pleading and motion practice
- Drafting settlement proposals and monitoring compliance with settlement agreements and consent decrees
- Participating in oral and written advocacy
- Screening intakes
- Participating in coalitions, conferences, and educational outreach

- Working collaboratively to develop new cases and community and client relationships
- Developing presentations and trainings
- Overseeing interns and fellows
- Overseeing and supervising paralegals, including in the intake and referral process, and helping to develop and refine intake procedures
- The Senior Attorney will provide mentoring and technical assistance to Staff Attorneys

Requirements:

- Experience: 4-8 years of litigation experience; 10+ years of experience for consideration as a Senior Attorney
- Sound professional judgment, excellent critical thinking skills, strong oral and written communication skills, and exceptional time management and organizational skills
- Ability to effectively work and collaborate remotely with a team, with clients, and with myriad partners and allies
- Adequate space to work from home while maintaining productivity and confidentiality, and a secure, reliable, and private Internet connection

Additional Qualifications:

The ideal candidate will have:

- Experience litigating in federal court, including in complex civil litigation
- Substantive knowledge of disability rights law, including the Fair Housing Act, Americans with Disabilities Act, and the Rehabilitation Act
- Understanding of how climate-driven disasters have outsized impact on disabled people and multiply other marginalities
- Knowledge of and a demonstrated commitment to social justice, including disability rights and justice
- An orientation toward movement lawyering and client-centered advocacy through an intersectional lens
- Commitment to continued learning and cultural humility
- Enthusiasm about working collaboratively with DLU's staff across all areas and activities
- Openness to performing related tasks consistent with skills and abilities and general responsibilities as may be assigned by the Legal Director
- Fluency in Spanish and/or ASL is a strong plus

Salary & Benefits:

The salary range for this position is dependent on our internal salary scale, which takes into account years' experience and geographic location. As of January 2026, the range for an attorney outside of New York or California begins with \$80,433 per year for a candidate with 0 years of experience, \$99,300 per year for someone with 5 years' experience, and \$117,288 for a candidate with 10 years' experience. New York and California attorney salaries are higher based on cost of living in those respective areas. DLU is committed to annual cost of living increases, and to regularly index our salary scales to the market to remain competitive.

Benefits include a healthcare plan with fully covered premiums for individual employees and dependent premiums covered 50%, a retirement plan to which DLU contributes, three weeks of paid leave, workers' compensation insurance, payment of dues for relevant organizations, payment of bar dues, continuing legal education, and malpractice insurance. DLU prioritizes staff wellbeing and quality of life and continues to look for ways to support staff through generosity and flexibility in our policies. For example, we offer extra time off during the summer and are closed during the week between Christmas and New Year's Day. Each benefit is subject to eligibility requirements as specified in plan documents, and DLU reserves the right to modify the benefits it offers from time to time.

How to Apply:

Please submit a resume, writing sample (no longer than 10 pages), and cover letter to resumes@DLUUnited.org. Your cover letter should explain your interest in our work, any experience relevant to our disaster & environmental justice work, and why you would be ideal for this Staff or Senior Staff Attorney position in light of the description above. Please include "Staff or Senior Staff Attorney [Your Last Name]" in the subject line.

DLU is an equal opportunity employer that values a diverse workforce and promotes an inclusive culture. DLU does not discriminate on the basis of race, color, religion, gender, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, marital status, citizenship, disability, or veteran status. We encourage candidates who hold marginalized identities to apply.