

Disability Rights Tennessee seeks an Investigator/Advocate. This position provides investigation and legal-based advocacy services to eliminate the risk of harm and discrimination. Ideal candidates are well rounded individuals who possess diverse knowledge of disability. This position requires travel within Middle Tennessee and on occasion overnight and across state travel is required. **The successful candidate may live anywhere within Middle Tennessee or outside of Tennessee within 60 miles of Nashville. NOTE: Only resumes with a cover letter will be considered.**

### **Who We Are**

Disability Rights Tennessee (DRT) is a non-profit organization with the mission of protecting the rights of Tennesseans with disabilities. DRT was founded in 1978 and as of today has served over 55,000 Tennesseans with disabilities. DRT provides legal advocacy services to people with disabilities across the state with numerous issues, including employment discrimination, safety in schools, abuse and neglect, and access to community resources and services.

### **What You'll Do**

- Onsite investigations and monitoring activities where people with disabilities live or receive services.
  - Conduct observations; resident and staff interviews; and policy and records review.
  - Objective analysis of information and draft reports and recommendations based on findings.
  - Negotiate with facility or licensing agencies to implement recommended changes.
- Locations:
  - You will visit locations including state mental health hospitals, community-based group homes, state prisons, jails, nursing homes, hospitals, youth residential treatment facilities, and juvenile justice facilities.
  - You will not visit private homes.
- Advocate for individuals with disabilities who experience harm or discrimination in the places they live or receive services.
- Work with a licensed attorney for all work.
  - Including oversight of investigative work by a licensed DRT attorney.
- Represent DRT on councils, boards, and committees.
- Outreach, information gathering, and presentations.
- Provide input into DRT public policy efforts and the development of public reports, publications, and social media posts.

### **Keys to Success: Qualifications, Knowledge, Skills and Abilities**

To be successful in this job, you must possess these values, skills, and abilities:

- Undergraduate degree or 3 years of related experience, required.
- **Live anywhere within Middle Tennessee or outside of Tennessee within 60 miles of Nashville**
- Travel:
  - Varies based on workload.
  - Middle Tennessee: up to 20% of weekly working hours; required.
  - Across state and overnight: up to 10% of monthly working hours, required.
- Commitment to increasing knowledge of the disability community

- Dedication to equity, diversity, and inclusion
- Strong communication skills
- Strong attention to detail and objectivity
- Strong organization, attention to timelines, and time management skills
- Initiative to work independently
- Ability to work well in teams
- Computer proficiency, including Microsoft Outlook & Teams
- Sound professional judgment
- Professional personal presentation

### **What Else You Should Know**

Equity, diversity, and inclusion are at the heart of DRT's mission, values, and daily practice. We are an equal opportunity employer, and we actively seek candidates from diverse backgrounds to join our team including but not limited to candidates with disabilities, persons of color, members of the LGBTQ community, professionals from various generations, and veterans.

- The base salary for this position is \$47,500 and exact salary depends on related experience and education.
- The position is full-time (37.5 hours per week, 7.5 hours per day).
- In-office work will be required at times. Remote work will be allowed for this position.
- The role will require routine statewide travel.
  - Personal transportation, a valid TN driver's license and insurance are required.
  - All business travel is reimbursed, and rental cars are provided for travel outside of 150 miles roundtrip.
- Home internet is required.
- Technology will be provided by DRT.

We offer excellent benefits such as flexible schedule, remote work, paid vacation leave, paid sick leave, parental leave, paid federal and state holidays, 401K and insurance options including medical, vision, dental, life, and disability.

### **What Now?**

Visit us at [disabilityrightstn.org](http://disabilityrightstn.org) or on Facebook, Instagram, or LinkedIn.

If you have questions about the position, please contact April at [april@disabilityrightstn.org](mailto:april@disabilityrightstn.org)

If you feel your skillset aligns with the values of DRT and are a good fit for this position, please send a resume and cover letter to Ann at [anna@disabilityrightstn.org](mailto:anna@disabilityrightstn.org).