

Head of Litigation

Join a leading non-profit, public interest law firm dedicated to protecting families' and individuals' right to access health care

The Opportunity

Health Law Advocates (HLA) is a non-profit, public interest law firm committed to ensuring universal access to quality health care in Massachusetts. HLA seeks a **Head of Litigation** to lead its litigation practice.

The Head of Litigation will lead HLA's efforts to achieve its mission in the judicial process. They will strive to achieve HLA's goal of Health Care Justice in impact litigation and litigation for individual clients. The Head of Litigation will also train, mentor, and collaborate with HLA's outstanding team of attorneys and paralegals across the organization.

The new Head of Litigation will join a highly regarded organization with a 26-year track record of successful legal advocacy to break down barriers to health care for consumers in historically excluded groups. This newly created position is a great opportunity to make a difference on a range of cutting-edge health care issues and improve the quality of life of countless people. A centerpiece of the Head of Litigation's work will be pursuing racial and ethnic equity in health care.

The ideal candidate will be an experienced and skillful litigator who shares HLA's commitment to health care equity and social justice. They will be a strategic thinker, able to identify opportunities for high-impact litigation. An excellent communicator and relationship builder, they will also possess the ability to assemble partnerships with other legal services organizations and law firms to carry out HLA's litigation aims.

Within the HLA staff, the Head of Litigation will work closely with HLA's Executive Director and leaders of HLA's two legal departments to identify matters to pursue through litigation. The Head of Litigation will also work closely with the HLA Board's Legal Strategies Committee dedicated to supporting the Head of Litigation and HLA's litigation docket. They will have paralegal support.

The Head of Litigation will also play an important role in fostering HLA's culture that is positive, collaborative and committed to excellence.

Organizational Overview

HLA (HLA) is a 501(c)(3) public interest law firm whose mission is to provide pro bono legal representation to low-income residents experiencing difficulty accessing or paying for needed medical services. HLA is committed to ensuring universal access to quality health care in Massachusetts, particularly for those who are most at risk due to such factors as race, gender, disability, age, or geographic location. HLA's services include:

Representing Health Care Consumers: HLA provides high quality, free legal assistance to income-eligible Massachusetts residents having difficulty accessing or paying for health care. HLA represents and litigates for individuals and in impact cases.

HLA's 19 attorneys, supported by six paralegals, currently specialize in:

- Challenging obstacles to health and mental health care created by denials of payment for specific services by third-party payors, including health insurance, schools, and state agencies
- Fighting denials of eligibility for: state agency services, special education, and health insurance enrollment
- Protecting patients from illegal medical billing and collection practices

Community Education and Outreach: HLA builds knowledge in communities on how to access health and mental health care through well-regarded trainings and presentations throughout Massachusetts and by authoring publications that promote access to health care.

Policy Advocacy: HLA advocates for public policy reforms that help consumers access health care and mental health care. We offer our legal expertise and experience working with consumers to policymakers on the state and federal levels, as well as advocate for policy changes by health care institutions to enhance health care access.

HLA's effectiveness is strengthened by its relationship with its sister organization, Health Care for All (HCFA). HCFA is a leader in mobilizing consumer advocates and policy analysis to achieve universal health care access. The two organizations' headquarters are located together. HLA and HCFA create a robust ecosystem for influencing access to health care.

Responsibilities

Reporting to the Executive Director, the Head of Litigation will be responsible for leading HLA's pursuit of its mission through litigation. One of their primary roles will be to seek out opportunities for impact litigation and to lead such matters to their conclusion. They will also represent clients in individual litigation matters, including clients who have been represented by other HLA attorneys and whose matters require litigation. The Head of Litigation will also represent some individual clients in matters that may not require litigation. They will lead the litigation training and mentoring of HLA's other legal staff.

Specific Responsibilities:

- Develop and maintain litigation caseload.
- Forge partnerships with other legal services agencies and law firms, as needed, to advance litigation.
- Work with the HLA Board's Legal Strategies Committee to develop and manage HLA's litigation docket.
- Train and mentor select members of HLA's legal staff to equip them to partner in litigation or litigate independently.

Health Law Advocates is committed to advancing diversity, equity, and inclusion (DEI) at the individual, organizational, and systems levels. We make time for all staff to take part in activities designed to identify and dismantle instances of inequity within ourselves, within our organization, within our client community, and within the larger community and Commonwealth.

Qualifications

Education and Experience:

- Juris Doctor degree from an accredited law school
- License to practice law in Massachusetts state and federal courts
- 5+ years of civil litigation experience
- Preference for candidates who have litigated in a public interest setting

Skills and Abilities Specific to this Position:

The new Head of Litigation will bring a successful track record as lead counsel in state and/or federal litigation and a proven commitment to social justice. While experience in health care and/or consumer protection law is valuable, deep expertise is not a requirement.

A successful candidate will have some of these additional attributes:

- Knowledge and experience in state and/or federal health, disability and/or consumer protection law. (Highly desirable areas of expertise include: Medicaid, ERISA, Americans with Disabilities Act, Unfair Business Practices (C. 93A), and/or Mental Health/Substance Use Law.)
- Managerial responsibility within a litigation team
- Understands the challenges Massachusetts residents face in accessing health care
- Experience with mentoring other attorneys
- Invigorated by the challenges of our times; optimistic and visionary, while realistic, with a sense of humor
- Outstanding written and oral communication skills

- Highly organized, decisive, and diplomatic
- Intellectual rigor and superior legal research and analysis skills
- Bilingual/bicultural background a plus

In addition, all HLA employees are expected to have the skills to:

- Work both independently and as an effective team member
- Collaborate with and support staff at all levels of our organization
- Communicate clearly and professionally
- Maintain confidentiality and, for attorneys, strict adherence to all professional responsibility requirements for the practice of law
- Demonstrate intellectual curiosity and openness, with the desire and ability to listen and learn
- Understand and believe in the mission of the organization
- Embody the values of the organization, including a commitment to decreasing inequity in our health care system and society as a whole

Compensation

The salary range for this position is \$100,000 - \$110,000 (based on experience and other qualifications). HLA offers a robust benefits package including comprehensive health insurance and a generous paid leave policy.

To Apply

Go to <https://www.healthlawadvocates.org/about/career-opportunities> and follow the instructions there.

Applications submitted by any other means will not be considered.

Please include a cover letter. Applications without cover letters will not be considered.

Applications will be accepted on a rolling basis until the positions are filled.

HLA is committed to diversity in its workforce. A crucial part of HLA's vision is supporting cultural and linguistic competence, as well as ensuring diversity of staff and volunteers, so we can best serve our clients. Women, individuals with disabilities, LGBTQ individuals, people of color, and people who speak English as a second language are encouraged to apply.