



Job Title: Health and Disability Benefits Staff Attorney

Full-time position based in Richmond, Virginia

Salary Range: \$74,000 - \$90,000

About VPLC

Virginia Poverty Law Center (VPLC) is dedicated to helping Virginians with low incomes through advocacy, education, and litigation. Since 1978, we have worked with legal aid programs, community organizations, and private attorneys throughout Virginia to educate and support advocates and attorneys. VPLC works with legislators, state agencies, and community partners to advance laws and policies that improve the lives of Virginians with low incomes.

About the Position

The Virginia Poverty Law Center (VPLC) seeks a Staff Attorney to join our Center for Healthy Communities with a focus **on Medicaid children's coverage and disability waivers and Social Security Administration programs.**

The Staff Attorney will join a team of attorneys, advocates, policy specialists, and health coverage navigators dedicated to strengthening access to health care and essential public benefits for individuals and families with low income.

The Staff Attorney will develop substantive expertise in Virginia and federal Medicaid and public benefit policy affecting children and people with disabilities and use that expertise to identify emerging issues, support advocates across Virginia, and advance policy and systems changes. Areas of work may include Social Security, Medicaid and FAMIS eligibility, enrollment and renewals, terminations of coverage, access to medically necessary services, due process and appeal rights, disability-related eligibility pathways, and access to Medicaid waiver services and supports.

We welcome candidates with a strong commitment to remove systemic barriers that prevent low-income children, families, and people with disabilities from accessing health care and community-based services. Candidates may demonstrate relevant competencies through professional, volunteer, community-based, or lived experience.

Job Responsibilities

- Assist local legal aid attorneys around Virginia with their public benefits casework which includes advice, research, and training. The staff attorney position may involve

co-counseling on systemic advocacy issues or complex legal aid cases. However, VPLC is not a direct services organization and most legal work will be systemic or involve advising on cases rather than providing direct representation.

- Lobbying on public benefit issues at the Virginia General Assembly and advocating for state and federal regulatory and policy changes that benefit low-income Virginians. Lobbying includes: monitoring legislative proposals, proposing legislation, working directly with senators and delegates on bills, speaking at committee, and working in coalition to build support for laws that benefit low-income families.
- Build and maintain relationships with legal aid organizations, disability advocates, health care organizations, community-based organizations, state agencies, and other partners working on Medicaid and Social Security access
- Conduct training and outreach to legal aids, pro bono attorneys, community-based organizations, and community groups.
- Ensure grant deliverables are met under various grants and prepare all necessary narratives and reports for grant funding.
- Perform other related duties that advance VPLC's mission and the work of the Center for Healthy Communities.

Qualifications

Required

- Law degree and admission in good standing to practice law in Virginia; **or** eligibility and willingness to become admitted to practice in Virginia through waiver, the Legal Aid Counsel Certificate, or successful completion of the Virginia Bar Examination, as applicable.
- **At least two years of relevant legal experience**, with experience in Medicaid, health law, Social Security, disability law, public benefits, administrative law, poverty law, legal aid, or a related area strongly preferred.
- Demonstrated interest in advocating for children, families, people with disabilities, and individuals with low incomes.
- Ability to analyze statutes, regulations, administrative guidance, and complex public benefit policies and translate them into practical guidance for advocates, policymakers, and community partners.
- Excellent legal research, analytical, and writing skills.
- Excellent verbal communication skills and the ability to communicate complex legal and policy issues clearly to a variety of audiences.

- Ability to develop effective advocacy strategies and work collaboratively with colleagues and external partners.
- Commitment to VPLC's mission and to improving access to health care and essential services for low-income Virginians.
- Willingness to work a flexible schedule that may occasionally include evening or weekend events.
- Willingness to participate in lobbying during Virginia's General Assembly session, which may require work outside standard business hours from January through early March and during special sessions. VPLC provides flexible scheduling and generous time-off policies to help offset periods of increased workload.

Preferred

- Experience with **Medicaid or CHIP/FAMIS eligibility and coverage**, particularly issues affecting children and families.
- Experience with **Medicaid home- and community-based services, disability waivers, or services for people with disabilities**.
- Experience with **Social Security Administration programs like SSI and SSDI**.
- Experience representing or advocating for individuals who have been denied Medicaid eligibility or services or Social Security benefits, terminated from coverage, experienced reductions in services, or encountered barriers to obtaining medically necessary care.
- Familiarity with Medicaid or Social Security administrative appeals, due process protections, or other administrative law proceedings.
- Experience working with or supporting legal services programs.
- Experience with legislative, regulatory, or administrative advocacy.
- Experience working in or building coalitions involving legal aid, health care, disability, or community-based organizations.
- Familiarity with Virginia's legislative and administrative processes.
- Prior professional, volunteer, community-based, or lived experience with issues affecting low-income families, children, or people with disabilities.

A Note to Potential Candidates: We are committed to building a diverse and inclusive organization and encourage candidates from underrepresented communities to apply. If

you meet the required qualifications but do not meet every preferred qualification, we still encourage you to apply. People with lived experience with Medicaid, FAMIS, disability services, or other public benefits are strongly encouraged to apply.

Salary and Benefits

The salary for this position ranges from \$74,000-\$90,000. Placement within the range will be based on relevant experience, budget, and internal equity.

We offer an outstanding benefits package, including:

- Generous paid time off.
- Health, dental, and vision insurance, with 90% of employee premiums and 80% of family premiums paid by VPLC.
- 403(b) retirement plan with a 6% employer contribution (no required employee match).
- Potential eligibility for student loan repayment assistance.
- Strong commitment to professional development.
- Financial assistance with relocation to work in our Richmond office.

To Apply

Please email your cover letter and resume to hiring@vplc.org. In your cover letter, briefly share what draws you to VPLC's mission and describe your relevant experience or interest in children's Medicaid coverage, disability waivers, and systemic advocacy.

Submission Deadline

Applications will be accepted on a rolling basis until the position is filled; however, priority review will begin on November 9, 2026.

The Virginia Poverty Law Center provides equal employment opportunities to all applicants and employees and strictly prohibits any type of harassment or discrimination in regard to race, religion, age, color, sex, disability status, national origin, genetics, sexual orientation, protected veteran status, gender expression, gender identity, or any other characteristic protected under federal, state, and/or local laws.