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<th><strong>Job Title</strong></th>
<th>Texas Field Organizer</th>
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<td><strong>Employer/Agency</strong></td>
<td>Human Rights Campaign</td>
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| **Job Description** | We strongly encourage people of color, transgender and non-binary people to apply. HRC is an equal opportunity employer and welcomes everyone, including non-LGBTQ people, to join our team.  

Position Summary:  
The Texas Field Organizer will work with the State Director to execute HRC’s electoral, political, educational activities in Texas, including maintaining and expanding HRC’s ability to mobilize grassroots advocacy in order to advance LGBTQ equality. This position will design and implement grassroots electoral and campaign strategies in support of HRC-endorsed candidates and legislative initiatives, and help define and track our metrics for success so we can analyze and improve our work.  

In coordination with HRC’s volunteer Steering Committees in Austin, Dallas-Fort Worth, Houston, and San Antonio, the Field Organizer will work to increase HRC’s visibility and presence in Texas and build strong partnerships with state and local LGBTQ and allied organizations.  

This position requires extensive travel to support HRC activities and partnerships across the state.  

Position Responsibilities:  
Electoral activities: Work with Texas State Director to write campaign plans to support HRC-endorsed candidates and other campaigns. Set, meet, and exceed benchmarks for voter contact, volunteer recruitment, grassroots engagement, and GOTV. Manage campaign programs such as voter registration, member mobilization, voter contact, communications, and get-out-the-vote activities in assigned campaigns.  

Voter File Management: Manipulate VAN searches to maximize effectiveness of voter outreach. Ensure volunteer activities are regularly updated in the system. Train existing and temporary staff on best practices concerning the voter file and data collection.  

Federal, state, and local advocacy: Implement strategies and campaigns for supporting federal, state, and municipal legislation and advocacy efforts in Texas, and provide technical support and assistance to maximize HRC’s in-district lobbying efforts in coordination with local volunteers, with special attention to targeted areas. Expand our membership and presence in key areas so we can successfully mobilize when needed.  

Volunteer engagement: Utilize multiple strategies to engage voters and advocates, including text and phone programs. Ensure that local volunteer Steering Committees and state, and local volunteer networks feel supported in carrying out the community organizing component of our work.  

Events and Training: Organize educational, political, and membership events in collaboration with HRC staff, Steering Committees, and volunteers. Participate in the design and implementation of training programs for volunteers and supporters in Texas.  

Coalition work: Participate in strategic partnerships with key stakeholders as well as state and local organizations in Texas to collaborate and develop efforts to increase HRC’s
visibility and advance the goals of Project One America and the LGBTQ movement. Lead efforts to partner with state and local LGBTQ organizations in Texas with special attention to underrepresented constituencies including Black and Latinx people, transgender communities and others.

Other duties as assigned.

**Qualifications**

- Two or more campaign cycles or 3+ years of electoral, issue advocacy campaigns or field organizing experience.
- Demonstrated excellence in using VAN and experience with campaign technology.
- Strong volunteer recruitment and organizing skills and a demonstrated record of successful coalition-building.
- High level of organization with an ability to manage multiple tasks in a fast-paced environment.
- Ability to comfortably interact with people of all backgrounds and identities.
- Professional self-management under pressure.
- Strong verbal and written communication skills, and proficiency in Microsoft Office applications (Word, Excel and PowerPoint) and Google Apps (Gmail, Google Docs and Drive).
- Must have access to a vehicle and valid driver’s license and be able to travel locally and throughout the state.
- Must be willing to work campaign hours, including evenings and weekends.
- Demonstrated knowledge of LGBTQ issues and commitment to LGBTQ equality.

Spanish language proficiency preferred.

**Salary/Hours**

Full-Time/Regular

**Employer/Agency**

Human Rights Campaign

**City, State, Zip**

Houston, San Antonio, or Austin, TX

**Application Method**


**Opening Date**

Immediate

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