<table>
<thead>
<tr>
<th>Job Title</th>
<th>Senior Texas Field Manager</th>
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<tbody>
<tr>
<td>Employer/Agency</td>
<td>Human Rights Campaign</td>
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<tr>
<td>Job Description</td>
<td>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.</td>
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The Senior Texas Field Manager works with the Texas State Director to lead the design and implementation of HRC field activities across the state. The Senior Field Manager will maintain and expand HRC’s ability to mobilize grassroots advocacy on behalf of federal, state, and local LGBTQ legislative priorities. They will also design and implement electoral strategies in support of candidates or ballot initiatives. The scope of the work includes all of Texas, but with a particular focus in regions with existing Steering Committees: Austin, Dallas-Fort Worth, Houston, and San Antonio. This is a position with an expectation of travel to support HRC activities and partnerships across the state (once it is safe to do so). The Senior Field Manager reports to the Texas State Director.

- **Field Plan:** Lead the creation and implementation of a multi-year field plan to help meet our defined strategic goals. This plan will include intentional overlap with the goals set by our four steering committees and will inform the work of the team. The Senior Field Manager will define our metrics for success and track our team’s progress so we can analyze our performance.

- **Federal, state, and local advocacy:** Work with the Texas Director and coalition partners to organize legislative grassroots efforts, in-district lobbying programs, and to organize a biennial LGBTQ Lobby Day. Expand our membership and presence in key areas so we can successfully mobilize when needed.

- **Electoral activities:** Work with the Texas Director and other HRC staff as needed, to develop and implement electoral strategies to support pro-equality candidates, as well as provide assistance to HRC-supported ballot initiative campaigns. Work with HRC Data Team to curate HRC’s Texas voter file and election data infrastructure. Train existing and temporary staff on best practices concerning the voter file and data collection.

- **Pride and Outreach Program:** Work with the HRC Membership Outreach Team and Steering Committees to develop goals aligned with our strategic goals including voter registration and postcard collection goals.

- **Volunteer grassroots support:** Manage work related to volunteer advocacy in the field. Ensure that the steering committee, state, and local volunteer networks are vital and growing in support of HRC’s goals and feel supported in carrying out the community organizing component of our work. Develop methods to increase our grassroots network.

- **Training:** Oversee the design and implementation of training programs for HRC members, volunteers, and supporters in Texas.

- **Coalition work:** Serve as the point person for the field groups at multiple state and local tables. Participate in strategic partnerships with key stakeholders as well as state and local organizations in Texas to collaborate and develop efforts to advance our defined goals. Lead efforts to improve field organizing among LGBTQ coalition partners; and lead HRC’s efforts...
to partner effectively with state and local cross-movement organizations.

- **Management:** The Senior Field Manager may manage, train, and hire our temporary organizers. The Senior Field Manager may also formally manage interns and volunteer leaders when appropriate.

### Qualifications

- Bachelor’s degree (or equivalent in experience) is preferred with at least four to six years of experience directing field operations for legislative and electoral campaigns, organizing, managing staff, and a demonstrated record of successful coalition-building experience.
- Strong volunteer recruitment and organizing skills, demonstrated through at least one year of organizing experience in an issue campaign or an election campaign.
- Demonstrated experience with VAN and a familiarity with other standard organizing and advocacy tools and social media required.
- Highly organized, detail-oriented, able to work independently, and able to handle multiple projects simultaneously in a fast-paced environment.
- Demonstrated ability and passion for building relationships with key local supporters and influencers in the LGBTQ community and/or the broader progressive movement.
- Must be highly organized, detail-oriented, and able to handle multiple projects simultaneously in a fast-paced environment.
- Excellent speaking and writing skills, computer proficiency, and strong verbal communication skills.
- Proficiency in Microsoft Office applications (Word, Excel, and PowerPoint) and Google Apps (Gmail, Google Docs, and Drive).
- Commitment to LGBTQ equality.
- Must have access to a reliable vehicle and a valid driver’s license.
- Must be able to travel locally and within the state. Must be willing to work campaign hours, including evenings and weekends.
- Spanish language proficiency preferred.
- Strong interest in the rapidly changing LGBTQ equality movement and a working knowledge of LGBTQ issues.

### Salary/Hours
Full-Time; All positions at the Human Rights Campaign may require travel on a regular basis or periodically. Where the need arises for business travel, appropriate compensation as outlined by the Fair Labor Standards Act will apply.

### Employer/Agency
Human Rights Campaign

### City, State, Zip
Dallas, TX

### Application Method
To apply click [HERE](#).

### Opening Date
Immediate

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To post a job opportunity or if your response to this job posting results in successful employment, please email the GCSW Office of Alumni and Career Services at mswjobs@central.uh.edu with the hiring details of your new job opportunity. Thank you.