

Deputy Director of Voter Protection & Assistant General Counsel

The Texas Democratic Party is seeking a talented Deputy Voter Protection Director to join the Voter Protection Team and help ensure that all eligible Texans are able to cast their ballot in 2022. This person will lead aspects of the Party's voter protection program (e.g., election worker training & support, vote-by-mail support, and/or poll watching). They will also serve as the Assistant General Counsel to the State Party, supporting the General Counsel on matters ranging from reviewing contracts to drafting briefs for voting rights litigation.

The Texas Democratic Party is creating a comprehensive educational and action plan to expand opportunities for Texans to be registered to vote, educated on all aspects of voting, and have full range of protections from any form of intimidation or voter suppression in casting a ballot or full participation in all aspects of Texas government. This person will be an integral part of that effort.

Core Responsibilities:

- Lead the Voter Protection Team's programmatic efforts in one or more of the following areas: election worker training & support, vote-by-mail

support, mail ballot chase & cure, and/or poll watching (to be assigned depending on your skills and experiences).

- Conduct legal research and assist the team with legal questions relating to voting procedures, voter suppression, intimidation, or efforts aimed at disenfranchising voters of Texas.
- Support the General Counsel in contract drafting and review, answering legal questions from various departments, and briefing and assisting with pending litigation on behalf of the Texas Democratic Party.
- Identify voting problems through collaboration with County Chairs & other stakeholders, hotline reports, monitoring the news and other resources and support the mobilization of a coordinated response within the Party. Strategies will include advocacy, public education campaigns, and others.
- Recruit, train and organize volunteers to support the Voter Protection Team's goals.
- Cultivate strong relationships with select county-level officials to advance proactive improvements to voting, respond to threats, and resolve issues for individual voters, with a particular focus on issues impacting people of color and voters with disabilities.
- Additional duties as assigned by the Voter Protection Director.

Required Skills and Experience:

- A licensed attorney and at least two years of litigation experience. You don't have to be licensed in Texas, but Texas attorneys will be given preference.
- Experience with campaigns – The ideal candidate has professional voter protection experience, but voter protection experience in a volunteer role (e.g., poll watcher, poll worker) is valued, as is campaign experience in another area (e.g., organizing/field).
- Excellent problem-solving skills – you understand that litigation is a tool in your toolbelt but often the one of last resort, and you can find and utilize a variety of approaches to solve a problem.
- Strong project management skills – Demonstrated excellence in developing and leading the execution of multiple, complex projects simultaneously. Able to spot issues ahead of time, creatively resolve them, and manage up, down and laterally to complete the project on schedule.
- Strong lens and judgement on issues of race and equity – Clearly and consistently articulates a sophisticated understanding of racial equity and structural racism as it relates to the work we do and how we operate internally at the Texas Democratic Party. Operates and organizes from a racial justice perspective, with emphasis on voter suppression's disproportionate impact on communities of color.

- Grace under pressure: You thrive in a fast-paced environment, are decisive, and maintain your composure and teamwork skills under pressure.
- Preference will be given to candidates who are fluent in written and spoken Spanish.

Required Tools: A smartphone

Note: All employees will be required to provide proof of vaccination against COVID-19 prior to their first day of work.

Start date: February 1, 2022

Employment type: Cycle through November 2022 (with the intention that the position becomes permanent if the candidate excels)

Reports to: Voter Protection Director and General Counsel

Location: Austin, Texas, with extensive travel throughout the state (up to 30%), including overnight and weekend trips (pending changes to COVID-19 safety protocols)

Salary: \$62,000 – \$72,000

How to Apply: Please [*click here*](#) and fill out this form to apply for this position.