

Voter Protection Director

Texas Democratic Party's mission is to create a full service 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.

We seek a talented Voter Protection Director to ensure that all eligible voters are able to cast their ballot. Our right to vote is fundamental to all that we hope to accomplish; the Voter Protection Director is a crucial role that will develop, implement, and manage a robust, year-round voter protection program, ensuring free and fair elections in Texas.

As our Voter Protection Director, you will have 5 major areas of responsibility:

Hire and manage a team to execute Voter Protection programs

- Recruit and hire great people to join your team.
- Ensure that team members have clear, ambitious goals and are on track to meet them, troubleshooting where necessary.

- Facilitate communication and collaboration between team members, as well as across teams with other departments.
- Serve as a thought partner for team members, helping them make decisions and solving tough problems.

Lead strategies to expand access and defend against incursions to the franchise at the state, local, and municipal level

- Work across the state to develop proactive strategies to expand access to voting, including through legislation, executive action, public campaigns, and lobbying county and state-level officials, and considering improvements to voter registration, ballot access, and ballot counting.
- Working with County Liaisons and other partners, collaborate with appropriate parties at every level of government to implement reforms ahead of the 2020 Election.
- Monitor and inform legislation related to voting and elections.
- Identify potential threats to the franchise and mobilize a coordinated response within the Party, including communications and press.

Build and sustain strong partnerships with national, state, local, and municipal level officials and organizations

- Build and manage your statewide Voter Protection Committee.
- Supervise the Deputy Director and Organizer in their work to recruit, train, and manage volunteer attorneys to serve as County Liaisons. Support staff and volunteers as they cultivate relationships with local level Elections Officials in counties, proactively advancing access to voting and responding to problems.
- Cultivate relationships with State Elections Officials to advance your priorities and respond to threats to voting.
- Maintain strong relationships with counterparts at the DNC, voting rights organizations, as well as local activists and more.

Supervise your team's voter education, outreach, and intervention programs, both year-round and specific to Elections. Working with campaign leadership:

- Ensure that the Voter Protection Hotline provides top-quality service to voters year-round by supervising trainings, operations, reporting, and issue resolution. Working with your team, monitor calls to the hotline to identify trends and proactively resolve issues.

- Design and supervise the execution of poll watcher programs for Elections, including the prioritization of precincts, assignment of volunteers, trainings, reporting mechanisms, and issue resolution processes.
- Ensure that all communications to voters include timely, relevant, and accurate information about voting and their rights, including the voter protection hotline number. Working with Digital and Communications, develop specific voter protection campaigns to educate voters through digital, paid, and earned media.
- Run the Voter Protection Boiler Room on Election Day and Early Voting, making sure that voters' issues are thoroughly documented, resolved where possible, and escalated and aggregated where appropriate.
- Advocate for campaign-initiated practices that expand voting, such as mailing absentee ballot applications directly to voters

Prepare for and file potential litigation and serve as legal resource for team

- Working with the Party's Counsel, prepare for potential litigation before, during, and after Election Day, including drafting common

filings. Ensure that county liaisons are ready to participate in election day litigation.

- Design and supervise the testing of a potential provisional ballot chase program, ensuring it is ready to be enacted if necessary.
- Serve as a statewide resource and point person for questions relating to voter suppression, intimidation, or efforts aimed at disenfranchising voters of Texas.

Who You Are

We are seeking someone who, at their core, is fueled by the satisfaction of fighting for justice. You should be a person who doubles as an organizer and political operative, eager to build an army of people who together will create meaningful change. Additionally, you should be or have:

A seasoned, data-driven organizer and/or political operative: Demonstrated ability to stand up large-scale, diverse volunteer organizations that effectively deliver results by motivating and holding volunteers accountable for their goals. A track record of achieving wins through working with government officials and maneuvering complicated political situations. Adept at using data to inform strategy development, monitor progress to goal, and report on and analyze outcomes, including familiarity with VAN/Votebuilder, LBJ, Excel, and other tools.

A strategically-minded person: Possesses strong legal analysis skills and experience the law to advance the goals of your client. Creative problem-solver who sees opportunity for novel interpretations and challenges to existing, as well as interest and ability to propose new regulations.

Superb 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 keep the team on track to meet its goals.

Excellent people manager: Demonstrated ability to lead complex and diverse teams to achieve ambitious results. Can effectively build trust with direct reports, give strong and effective feedback and provide sound advice on problem solving programmatic challenges.

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 [PARTY]. Organizes from a racial justice perspective, with emphasis on voter suppression's disproportionate impact on communities of color.

Commitment to Democratic values

Start Date

As Soon as Possible

Salary

The salary for this position is commensurate on the quality and breadth of experience the successful candidate brings to the table. Salary range begins at \$58,000 upwards.

Benefits

Progressive employee benefits program. Comprehensive benefits package, including medical & dental coverage. Paid vacation, parental leave, etc.

Reports to

Executive Director of the Texas Democratic Party

How to Apply

To apply please send a writing sample, resume, and three references to jobs@txdemocrats.org. Please only list the words “Voter Protection Director [YOUR NAME]” in the subject line. Interviews will be on a rolling basis. Applications improperly submitted will not be accepted

The Texas Democratic Party is an equal opportunity employer and it is our policy to recruit, hire, train, promote and administer any and all personnel actions without regard to sex, race, age, color, creed, national origin, religion,

economic status, sexual orientation, veteran status, gender identity or expression, ethnic identity or physical disability, or any other legally protected basis. Women and members of historically underrepresented groups are especially encouraged to apply.