



# FAITH IN TEXAS

*The Power of Faithful People*

## **About Faith in Texas**

Faith in Texas is a growing multi-racial, multi-faith grassroots movement of churches, mosques, synagogues, and laypeople united in values working together for economic, racial, and social justice. We create pathways of opportunity for all Texans and affect change at the local and state levels by teaching, empowering, and mobilizing congregations and communities through civic engagement and community organizing. We believe the key to creating Beloved Community is the aligned and galvanized *Power of Faithful People*.

Faith in Texas has a diverse staff and large base of congregations, clergy, faith leaders and lay leaders across the DFW metroplex. We are purposefully building a multicultural, directly-impacted-led movement with faith and race at the center of our work. Faith in Texas is an affiliate of the Faith in Action network, the nation's largest network developing civic leadership in low- and moderate-income communities.

Faith in Texas is an Equal Opportunity Employer. We are committed to building a staff that reflects the diverse communities that make up our communities. We take pride in creating a welcoming workplace for veterans, women, people of diverse racial and ethnic backgrounds, formerly incarcerated people, people with disabilities, and people with parenting and caretaking responsibilities.

## **Job Description**

Faith in Texas is seeking a Director of Organizing and Campaigns to join our talented and diverse team. This is a full-time, exempt position based in Dallas, that includes regular evening work and weekend work as needed.

The ideal candidate:

- Is a forward thinking, dynamic change agent who is passionate about justice and wants to dismantle the structural forces causing racial, economic and social disparities.
- Is an experienced organizer who has successfully led grassroots campaigns.
- Is comfortable working in a multi-racial, interfaith environment.
- Thrives in a fast-paced, team-based, yet autonomous atmosphere.
- Is not afraid of a challenge and can effectively problem-solve, multi-task, and make decisions.
- Excels under pressure.
- Is flexible, proactive, and resourceful.
- Values people and process; productively balances heart and head.
- Is an excellent communicator who maintains a high level of professionalism and integrity at all times.
- Speaks Spanish at an intermediate level.

The Director of Organizing and Campaigns is responsible for training, coaching, and managing staff community organizers in the execution of a variety of activities including field operations strategies and tactics; congregation organizing and development; deep listening and research support; and expanding volunteer networks. This role will involve uniting staff leaders, allied organizations, community volunteers, and directly impacted leaders throughout the DFW metroplex into an impactful movement for change

through the development and management of innovative campaigns and initiatives. This is a high-impact, self-motivated position that requires the ability to work with agility on the front lines of the organization as well as the capacity to strategically develop staff and leaders, and cultivate relationships with a diverse volunteer base, clergy, elected officials and other stakeholders. The Director of Organizing and Campaigns reports to the Executive Director and will partner with the ED and other organization leadership and key stakeholders on strategic decision making and execution to position Faith in Texas for short-term wins and long-term success in alignment with our values and in support of the overall strategic goals of Faith in Texas.

**Responsibilities:**

- Lead training, supervision, coaching and development for staff community organizers.
- Lead collaboration of staff, community leaders, clergy and other allies to develop and execute strategic large-scale, high-impact community and campaign organizing plans that achieve tangible results for our communities.
- Develop, manage, and execute effective training programs for community leaders and clergy designed to maximize integrated and multilayered participation in campaigns and outreach.
- Build and implement appropriate processes and systems to facilitate the tracking and measurement of our impact and translate data into actionable steps.
- Help develop and expand Faith in Texas’ strategic partnerships with other community-based organizations, faith groups, directly-impacted people, elected officials, and service providers.
- Lead efforts to build organizational capacity for voter engagement and data-driven work to build and exercise power.
- Work with the Executive Director to manage grant deliverables and cultivate and steward funder/donor relationships to sustain and grow the work.
- Work with the Communications Director to effectively integrate communications strategies into organizing plans and translate complex policy information into compelling and digestible content to increase awareness and drive conversation and action.
- Participate in effective, powerful collaboration with other Faith in Action federations in the region and nationwide on national policy campaigns, trainings and cohort work.
- Promote and exemplify Faith in Texas culture and values internally and externally.

*Please note, this is a non-exhaustive list and is subject to change as needed to accommodate the organizational goals of Faith in Texas.*

**Qualifications:**

- At least 5 years of community organizing experience (congregation-based, labor, or other) serving in a leadership role in high-impact campaigns from conception to completion.
- Acute knowledge of legislative process at city, state, and national levels, and the ability to navigate varying political environments and consistently make sound assessments to determine meaningful next steps.



- Successful experience recruiting, training, supervising people and staff, and developing them in a way that builds on their gifts, supports personal and professional growth, and maintains accountability.
- Proven success implementing large-scale, high-impact civic engagement campaigns to win tangible results for the community.
- Demonstrated strategic thinking and advanced political analysis dexterity.
- Excellent organizational skills and ability to meet goals and strict deadlines.
- Strong public speaking and writing skills.
- Strong interpersonal and relational skills.
- Proven ability to work effectively with people from diverse racial, cultural, religious and socioeconomic backgrounds.
- Intermediate-to-fluent Spanish strongly preferred.

**Compensation and Benefits:**

Faith in Texas has a strong learning culture that includes regular paid staff development sessions as well as state and national trainings. We place a high priority on personal and professional leadership development, relationship building, and creating a respectful and supportive multiracial, multi-faith, and multilingual organization. In addition to these invaluable benefits, Faith in Texas offers the following:

- A competitive salary commensurate with past experience.
- A full package of health insurance, retirement benefits after six months, generous paid time off, and reimbursement for work-related mileage and cell phone use.

Apply here: <http://bit.ly/FITXjobs>

