



FAITH IN TEXAS

The Power of Faithful People

About Faith in Texas

Faith in Texas is a growing nonpartisan, multi-racial, multi-faith grassroots movement of Christian, Jewish, Muslim, Unitarian, and believers in humanity, united in values working together for economic, racial, and social justice for all people. We envision a world in which equity in these three areas enables everyone to live in complete liberation to pursue their divine purpose and participate fully in the systems and processes that govern their lives. Faith in Texas' faith-rooted community organizing program currently mobilizes faith communities, directly impacted people, and Black, Indigenous, People of Color (BIPOC) in the DFW metroplex through policy campaigns, integrated voter engagement, leadership development, faith formation, deep listening, research, and public action. We believe an important key to creating a Beloved Community is the aligned and galvanized Power of Faithful People. 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 Equal Opportunity Employer. We are committed to building a staff that reflects the diversity that makes up our communities. We take pride in creating a welcoming workplace for veterans, women, people of diverse racial and ethnic backgrounds, and people who are formerly incarcerated, have disabilities, and/or have parenting and caretaking responsibilities.

Faith in Texas is an affiliate of the Faith in Action national network.

Job Description

Faith in Texas (Dallas, TX) is looking for a Director of Organizing to lead the development and implementation of strategic organizing efforts and research critical to confronting inequities and corrupt systems of white supremacy that negatively impact marginalized people. This individual must have excellent oral and written communication skills, experience in issue-based community organizing strategies, advanced leadership development capability, the ability to work flexibly and creatively with meticulous organization, and have a passion for our mission to create pathways of opportunity for all Texans to thrive.

The Director of Organizing supports the development and implementation of a strategic organizing plan working with grassroots leadership, organizational stakeholders, and community allies. The Director of Organizing should be firmly grounded in anti-racist and abolition theory, have strong community organizing expertise, be excited at the prospect of growing with our organization, and welcome the opportunity to be a thought partner and team member to a small but exceptional staff. This position requires a self-motivated individual who maintains multiple responsibilities, likes leading and working in a team environment, and can stay on top of information and tasks in a fast-paced organization. The Director of Organizing reports to the Executive Director (ED) and will partner with the ED and other leadership to create and execute organizing and development plans that support the overall strategic goals of Faith in Texas. This is a full-time, exempt position based in Dallas, that includes regular evening work and weekend work as needed.

Qualifications and Experience

- 5+ years of experience in community organizing (congregation-based, labor, or other), serving in a leadership role in high-impact campaigns from conception to completion.
- 4 + years of experience managing movement-building campaign strategies within economic, immigrant, and/or racial justice initiatives.
- 3+ years of experience in organizational management, which includes direct supervision of staff.



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- Strong track record of success building, managing, and leading community organizing programs and campaigns, mobilizing large numbers of people into action, and developing community leadership.
- Successful experience recruiting, training, supervising, and developing organizing staff and developing them in a way that builds on their gifts, supports personal and professional growth, and maintains accountability.
- Ability to articulate how applicant's faith is centered in this role.
- Acute knowledge of the legislative process at city, state, and national levels, and the ability to navigate varying political environments.
- Computer competency – including knowledge of Microsoft Office and social media platforms, Internet required; experience in working with database systems (Voter Activation Network or other) is a plus.

Preferred

- Bachelor's or master's degree in Public Administration, Social Work, Political Science, Sociology, Public Policy, or Social or Criminal Justice studies.
- Familiarity with 501(c)3 structures and 501(c)4 non-profit management.
- Managing organizing budgeting responsibilities.
- Fluency in written and conversational Spanish is strongly preferred.

DUTIES AND RESPONSIBILITIES

ORGANIZING / PARTNERSHIPS

- 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.
- 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 that expand organizational capacity for voter engagement and data-driven work to build and exercise power.
- Develop relationships with other Faith in Action federations in the region and nationwide to engage in national policy campaigns, trainings, and cohort work.
- Promote and exemplify Faith in Texas culture and values internally and externally.

STAFF DEVELOPMENT AND SUPERVISION

- Evaluate, hold accountable, and consistently support staff, interns, and volunteers in program planning, project and time management, meeting facilitation, and sustainable work practice. This includes check-ins with lead organizers to confirm effective management, recruitment, and training of staff on their teams.
- Delegate responsibilities to the appropriate staff, supervise and lead training and professional development for staff, interns, and volunteers, and offer coaching on best practices.



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- Engage in frequent formal and informal performance feedback cycles to support individual and team success and growth, while fostering a team-oriented environment.

STRATEGIC THINKING AND VISION

- Design and implement effective campaigns that include strategic analysis, coalition and alliance building, public narrative shifting, political analysis, and organizational power-building.
- Ensure that all campaigns and strategies have a clear long-range vision, measurable goals, work plan, and budget, as well as integrate these efforts across the organization.
- Develop, manage, and execute effective training programs for community leaders and clergy designed to maximize integrated and multilayered participation in campaigns and outreach.
- 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.
- Compile track, analyze, and provide written reports of statistical data metrics and progress to goals related to campaigns and organizational initiatives.
- Manage resource allocation and budgets to ensure effective use of organizational resources.

CORE COMPETENCIES

- Multicultural competence and demonstrated ability to relate, establish, and cultivate respectful relationships with internal staff and external partners; including the ability to tailor messages and engage different audiences.
- Proven ability to work effectively with people from diverse racial, cultural, religious and socioeconomic backgrounds, including organizing experience and leadership development among those in BIPOC communities.
- Is not afraid of a challenge and can effectively problem-solve, multi-task, and make decisions – especially under pressure – while being flexible, proactive, and resourceful.
- 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.
- Deep commitment to Texas' BIPOC community.
- Values people and process; productively balances heart and head.
- Powerful vision and understanding of the role of faith communities in liberative movements.
- High emotional intelligence and strong interpersonal communicator.
- Dedication to strong work quality and follow-through.
- Refined skillset in building trust through candor, transparency, and collective problem-solving.
- High-level organization and problem-solving skills to generate effective strategies and meet goals and strict deadlines.
- Strong public speaking and writing skills.

Compensation and Benefits: Faith in Texas has a strong learning culture that includes regular paid staff development sessions as well as state and national training. We place a high priority on personal and professional leadership development, relationship building, and creating a respectful and supportive



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multiracial, multifaith, 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.

Deadline

DEADLINE EXTENDED: APRIL 30, 2021

Email the following information to Human Resources at careers@faithintx.org for consideration. Incomplete submissions will not be considered. Only selected candidates will be contacted for an interview.

To apply, submit the following in PDF format:

- Reference Director of Organizing and Campaigns in the subject line.
- Your updated resume.
- A cover letter that highlights your relevant experience, reflects on your connection to our areas of focus and/or the broader social justice movement, and outlines your interest to increase the visibility of such issues.
- A list of 3-5 references. For every reference, please include name, email, phone number, and relationship.