



## 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 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. Faith in Texas has a diverse staff and a large base of congregations, clergy, faith leaders, and lay leaders across the Dallas-Fort Worth 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, and people who are formerly incarcerated, have disabilities, and/or have parenting and caretaking responsibilities.

### Position Summary

Faith in Texas is recruiting a Director of Organizing and Campaigns to lead the execution of strategic organizing efforts, leadership development, and research critical solutions that confront inequities and corrupt systems of white supremacy that negatively impact marginalized people. This individual must be highly organized and possess excellent oral and written communication skills, experience in issue-based community organizing strategies, and the ability to work flexibly and creatively, and have a passion for our mission – to create pathways of opportunity for all Texans to thrive.

The Director of Organizing and Campaigns will support the development and implementation of a strategic organizing plan in collaboration with grassroots leadership, organizational stakeholders, and community allies. The candidate must possess strong community organizing expertise and should be firmly grounded in anti-racist and abolition theory. This role will open opportunities to be a thought partner and team member to a growing organization that is aiming to change the lives of Texans. This position requires a self-motivated individual, who likes leading and working in a team, can maintain multiple responsibilities, and can stay on top of information and tasks in a fast-paced organization. This is a full-time, exempt position based in Dallas (TX), that includes regular evening work and weekend work, as needed. The position reports to the Executive Director (ED) and will partner with the ED and other leadership to achieve organizing plans that support the overall strategic goals of Faith in Texas.

### Qualifications and Experience

- 5 or more years' experience in community organizing (congregation-based, labor, or other), serving in a leadership role in high-impact campaigns from conception to completion. Acute knowledge



## FAITH IN TEXAS

*The Power of Faithful People*

of the legislative process at city, state, and national levels, and the ability to navigate varying political environments.

- 4 or more years' experience managing and/or movement-building campaign strategies within economic, immigrant, and/or racial justice initiatives. A strong track record of success building, managing, and leading a community organizing programs and campaigns, mobilizing large numbers of people into action, and building community leadership.
- 3 or more years' experience in organizational management, which includes direct supervision of staff. 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.
- 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



## FAITH IN TEXAS

*The Power of Faithful People*

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.
- 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 /collaborating organizations; 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.
- Ability to articulate how faith is centered in this role.
- Effectively problem-solve, multi-task, and make decisions– especially under pressure, while being flexible, proactive, and resourceful.
- 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.



**FAITH IN TEXAS**

*The Power of Faithful People*

- 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 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.
- Exempt salary position, 40 plus hours per week (may include some evening work and weekend work)

### **Application Procedure**

For consideration, all applicants must apply for this position **online via [organizingcareers.org](http://organizingcareers.org)**. Please have the following documents ready to upload to your online application:

1. An electronic file of your updated resume (preferably in PDF format) ready to be uploaded with your online application.
2. 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.
3. A list of 3-5 references. For every reference, please include name, email, phone number, and relationship.

- Incomplete submissions will not be considered.
- Only selected candidates will be contacted for an interview.

If you need assistance or experience any technical difficulties with your online application, please contact [careers@faithinaction.org](mailto:careers@faithinaction.org). Resumes will not be accepted via this email address.