Youth Rise Texas Lead Field Organizer

Job Description
Youth Rise Texas seeks a campaign strategist and organizer to join our Youth Organizing Institute team’s leadership as a Lead Field Organizer! This individual is someone who has a deep love for community based organizing and is a believer that young people of color can organize for power and win change in Texas.

This experienced campaign leader will join our staff under the title of Lead Field Organizer who will report to our Director of Programs and co-lead our organization’s innovative youth organizing efforts. In this role, the Lead Field Organizer will collaborate with and directly supervise a team of youth organizers, while supporting the organization’s work to train and develop high school aged youth into strategic and effective change leaders.

The Lead Field Organizer will contribute to the development and maintenance of Youth Rise Texas soon-to-be-launched peer-to-peer high school voter registration (HSVR) efforts and community organizing campaigns around issues of criminalization and deportation. Given the moment that our state and nation are in, this work will at first happen remotely, with a focus on digital organizing, and when the moment allows, this work will pivot into a more traditional face-to-face in person organizing strategy.

Youth Rise Texas
Youth Rise Texas is a burgeoning nonprofit organization whose mission is to uplift teens harmed by criminalization so that they may heal, take action, and cultivate compassionate communities. We are a power building organization that is led by people directly impacted by systems of criminalization and deportation, and we are committed to transformative organizing and healing justice. Through a variety of programming we create space for directly impacted youth to step into their own power and train them to be leaders in movements for social change while also centering the importance of personal healing and wellbeing. Since our founding in 2015 we have become an authoritative voice both locally and nationally on innovative, youth-led approaches to youth development and civic engagement for young people impacted by mass incarceration and immigrant deportation. Now, in 2020, we are scaling up our operations, programs, and membership building efforts to meet the moment we find ourselves in, and we are looking for a leader with a demonstrated history of management and leadership experience with voter mobilization, and issue-based organizing:

Responsibilities:
Through November 2020 the Lead Field Organizer will work with the Director of Programs and programs team to implement a youth led high school voter registration and mobilization project that will support our organization in growing our youth voter and membership bases while benefiting from and shaping Youth Rise Texas’ organizing and leadership development model. This is a full time position on contract through November 30, with the possibility of transition into a permanent staff role beyond November 2020.

DATA, TECHNOLOGY & MEDIA
● Develop strategies to engage in online, digital organizing and voter registration with a high school aged population.
• Amplify message, recruit volunteers and create online communities using social media platforms
• Manage volunteer data and segmenting of data for Peer Youth Organizers
• Support Peer Youth Organizers in learning how to access data for their programs.
• Manipulate VAN searches to maximize effectiveness of voter outreach
• Monitor data to ensure we are being most effective in engaging and re-engaging community members

COMMUNITY ORGANIZING
• Manage campaign programs such as voter registration, member mobilization, voter contact, and get-out-the-vote activities in assigned campaigns
• Organize educational, political, and membership events in collaboration with YRTX staff
• Set, meet, and exceed benchmarks for voter contact, volunteer recruitment, grassroots engagement, and GOTV
• Participate in the design and implementation of training programs for youth volunteers and members
• Recruit, train and manage youth volunteers so that they can participate in direct voter contact
• Coordinate volunteer events including but not limited to canvasses, phone banks and text banks
• Develop volunteer leadership and grow volunteer teams to execute a successful GOTV
• Ensure that local volunteer and youth organizers feel supported in carrying out the community organizing component of our work.
• Implement strategies and campaigns for supporting federal, state, and municipal legislation and advocacy efforts in Texas
• Support YRTX’s advocacy efforts in coordination with local volunteers, with special attention to targeted areas.

Necessary Skills & Qualifications:
• Minimum of two years demonstrated work experience leading a team of organizers to conduct grassroots, issue based and/or voter enrollment community organizing campaigns
• Minimum one year of experience supervising others in a management role
• Minimum two years of demonstrated work experience in the field of digital organizing, including using technology to organize campaigns, including SMS/peer texting platforms, social media platforms and voter databases
• Strong interpersonal skills and ability to communicate with people from different backgrounds
• The ability to learn, comprehend and articulate issues related to deportation and incarceration
• Willingness to learn and engage in political education and praxis training
• The ability to remain on feet and walk for extended periods of time
• Well organized with strong time management skills
• Ability to be flexible, adaptable and solutions-oriented
• Ability to work irregular hours
• Proficiency in Microsoft Office applications (Word, Excel and PowerPoint) and Google Apps (Gmail, Google Docs and Drive).
• Ability to communicate responsibly, transparently, and thoughtfully through conflict
• Commitment to continual growth and new skill acquisition
Additional Skills & Qualifications:
Highly competitive candidates may also possess some of the following qualities:

- At least one campaign cycle of experience working with distributed digital organizing, P2P technology and online campaigning
- Candidates with deep knowledge of organizing in, or those who have spent significant time living and/or working in the Austin, TX and Travis County, TX social justice landscape preferred
- Fluency in written and spoken Spanish, Vietnamese or with another language that is highly used within the greater Austin area’s local immigrant communities
- Experience with cultural organizing (using music, visual art, performance or digital media to drive organizing campaigns)
- Experience working in a youth-oriented setting (doing youth organizing or facilitating youth development programs)
- Personal or professional experience living through or working on issues of mass incarceration and/or immigrant detention/deportation are a plus but not necessary to be considered a qualified candidate.

Compensation and Benefits:
Compensation depends on experience; the salary range for this role is highly competitive ($37,500-$50,000 depending on experience and qualifications), and includes healthcare and paid time off. This position is scheduled to start in April 2020 and to end November 30, 2020 with the possibility of transition into a permanent staff role beyond the end of November. Youth Rise Texas is an equal opportunity employer, and we make a particular effort to recruit people of color and those harmed by the criminal justice system to apply for open positions.

How to apply:
Please send a cover letter and resume to jobs@youthrisetx.org with LEAD FIELD ORGANIZER in the subject field. You will receive an auto-response email confirmation that your message has been received. Applications will be accepted until the position is filled. Please do not call to inquire about the status of your submission.