



Campaign Director Position Description

Position: Campaign Director

Pay range: \$65,000-\$75,000, depending on experience

Benefits: Partial health insurance premium reimbursement through a QSEHRA

Location: Texas-based. Austin area-preferred, but other locations will be considered. Work from home.

Term: Permanent

Hours: Full-time

Application deadline: Friday, March 18, 2022 or until position is filled

About Commission Shift

Our mission is to reform oil and gas oversight by building public support to hold the Railroad Commission of Texas accountable to its mission in a shifting energy landscape. Commission Shift is a fast-growing Texas-based 501(c)3 non-profit founded in March 2021. Deceleration News highlighted Commission Shift as [one of the big stories to watch](#) in 2022.

The Railroad Commission of Texas (RRC) is one of the most important oil and gas regulators in the world. Contrary to what its name implies, the Railroad Commission has no authority over railroads. Instead, the agency oversees oil and gas development, coal and uranium mining, and gas utility service in Texas, among other functions. Its mission is to serve Texas through stewardship of natural resources and the environment, concern for personal and community safety, and support of enhanced development and economic vitality for the benefit of Texans. Too often, the Commission has promoted accelerated development of oil and gas over all other parts of its mission -- to the detriment of natural resources and the environment, safety, and economic vitality.

Commission Shift's goal is to build broad public support from a wide array of stakeholder voices to advance changes at the RRC that improve the agency's function, transparency, and accountability to people and places impacted by the oil and gas industry. Our vision is for these changes at the RRC to support an energy transition in Texas that benefits the climate

while fostering consumer protection and choice, public engagement, transparent government, a clean environment, a stable workforce and an economically diverse and resilient economy.

Throughout 2021, we published a drumbeat of reports and stories that detailed the profound leadership deficits of the current Railroad Commission in order to pressure the agency to better steward Texas' natural resources and address the economic impact of declining oil and gas development. Our work has been cited in national, state, and local media outlets and trade publications, including but not limited to [Bloomberg News](#), [E&E News](#), [Texas Monthly](#), and the [Houston Chronicle](#). Our focus areas include ethics, public participation, winter preparedness, and orphan wells.

Responsibilities

- Develop and implement public advocacy campaigns to reform the RRC:
 - Develop and execute campaign strategy with team members.
 - Help select personnel and consultants to lead campaign activities.
 - Hold regular meetings with the campaign team to assess progress made with reports to staff and board.
 - Stay abreast of federal and state legislation and regulations relating to RRC activities.
 - Analyze and build connections with stakeholders.
 - Develop metrics and measure campaign effectiveness
 - Plan and execute online and in-person events with stakeholders
- Manage campaign organizers, field organizers, and digital campaign consultants.
- Manage research consultants and/or policy fellows, depending on subject matter expertise.
- Identify and cultivate state lawmakers who support reform of the Railroad Commission.
- Engage with RRC staff to obtain data and advocate for changes within the organization.
- Communicate with legislators and RRC representatives to advance Commission Shift agenda.
- Track and report lobbying hours as required by state and federal law.
- Assist with preparing grant proposals and reports.
- Write opinion articles, letters to the editor, or blog posts.
- Read, edit, and give feedback on issue-specific reports prepared by consultants.

Required minimum qualifications

- Experience with Texas energy policy or political landscape.
- Experience building alliances or coalitions, organizing volunteers, working on a political campaign, and/or leading public awareness and engagement campaigns for 501(c)3 nonpartisan non-profit organizations to achieve policy changes.
- Four years of professional experience in a relevant field.
- Demonstrated commitment to anti-racism and continuous learning, developing an analysis of power and oppression at interpersonal, institutional, and systemic levels.
- Enthusiastic, curious, and energized about meeting new people. Respectful and empathetic of individuals and groups coming from a variety of backgrounds and viewpoints (e.g. progressive or conservative; rural or urban; educated or uneducated; across races, ethnicities, and genders).
- Attention to detail, maintains organized electronic files, and manages time and expectations with respect to deadlines.
- Proficiency using Microsoft Word and PowerPoint. Basic familiarity with Microsoft Excel. Familiar with Google Workspace applications including Drive, Docs, Sheets, Slides, and Forms.
- Excellent written and verbal communication skills in English.

Desired qualifications, not required

The ideal candidate will have some combination of the following qualifications but does not need to meet all of the following criteria.

- Knowledge of or experience with laws, rules, or policies related to the Railroad Commission of Texas.
- Bachelor's degree, potentially in business, political science, economics, public administration, or environmental science. Other majors will be considered.
- Familiarity with strategic analysis such as power mapping and ally spectrums.
- Experience coordinating direct lobbying, grassroots lobbying, civic engagement, and get-out-the-vote campaigns within 501(c)3 nonprofit boundaries.
- Relationships with one or more of the following stakeholder groups: workers rights advocates or labor unions, public education advocates, business leaders, consumer or ratepayer advocates, economic development leaders or entities.
- Written and verbal fluency in Spanish.

Technology Requirements

- Computer, phone, and internet access allowing for multiple phone or video calls per day.

How to apply

Send a resume (no more than two pages) and cover letter to Katherine Culbert, kculbert@commissionshift.org before March 18, 2022 **with the subject “Campaign Director Application.”** Prepare to provide two professional references and a writing sample upon request. The writing sample could be a grant proposal, a policy report, an opinion article, or blog post, for example.

Applicants with a nontraditional career path or gaps in employment are encouraged to share knowledge, strengths, or skills they developed during this nontraditional experience in their cover letter, if desired.

Commitment to Equity, Inclusion, and Diversity

Commission Shift believes that corporate and institutional bad behavior disproportionately hurts the most marginalized people in society — including people of color, people from working class backgrounds, women, LGBTQIA+ individuals, and people with disabilities. We believe that these communities must be centered in the work we do. We strongly encourage applications from people with these identities or who are members of marginalized communities that are not listed here.

Commission Shift is an equal opportunity employer. Applicants will not be discriminated against because of race, color, creed, sex, sexual orientation, gender identity or expression, age, religion, national origin, citizenship status, disability, ancestry, marital status, veteran status, medical condition or any protected category prohibited by local, state or federal laws.