



Position Title: Part-Time Community Organizer

Pay range: \$15/hour

Hours: 16 hours per week

Schedule: 3:30 p.m. - 7:30 p.m. Wednesday and Thursday; 8:00 a.m. - 5:00 p.m. Saturday

Term: Approximately 12 to 16 weeks from July to early November 2025

Location: Dimmit County, Texas (for example: Asherton, Carrizo Springs, or Big Wells, TX). This position is field-based with some online remote collaborative work required.

Benefits: 8 hours paid sick leave; paid holidays within the term

Reimbursable Expenses: partial internet stipend; mileage

Application deadline: Applications will be reviewed on a rolling basis starting Monday, September 2, 2025, until the position is filled.

About Commission Shift

Commission Shift is a growing Texas-based nonpartisan advocacy organization founded in March 2021. 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.

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.

Posted: June 24, 2025

Responsibilities

Community Outreach and Mobilization

- Assist in preparing for weekly meetings to be held in the assigned community.
- Recruit community members to attend and participate in local events, online Community Connect meetings, and virtual town halls.
- Support the preparation and coordination of community members to provide public input before the Railroad Commission of Texas during Open Meetings.
- Assist with coordinating local door-to-door canvassing and/or collecting petition signatures, both on-the-ground and online.
- Identify local venues, vendors, and businesses to support community events (i.e. restaurants, printing services).
- Assist with photographing events as needed.

Online Engagement and Support

- Support community members in filing online oil and gas-related complaints.
- Assist in facilitating virtual meetings and events via Zoom and Facebook Live.
- Distribute digital campaign materials and support social media outreach.

Data Input and Reporting

- Assist with compiling and maintaining accurate outreach data and online event tracking using sheets and forms in Google Workspace.
- Provide weekly written progress reports to the Program Coordinator.

Required minimum qualifications

- Familiarity with and the ability to travel to Dimmit County communities, particularly Asherton, Carrizo Springs, Catarina, and Big Wells.
- Experience educating and mobilizing the community on at least one issue area or campaign.
- Deep commitment to environmental justice and community-led change.
- Extremely comfortable using online applications and computer software including Google Workspace (Gmail, Docs, Sheets, and Forms), Zoom, and Facebook.
- Strong attention to detail, excellent organizational skills, and the ability to manage time and expectations with respect to deadlines.
- Flexible schedule to attend community events outside of traditional business hours.
- Must be able to walk up to two miles without assistance, stand for long periods of time, and lift up to 25 pounds.
- Excellent written and verbal communication skills in English.

- Professional proficiency writing and speaking in Spanish.
- Strong interpersonal and active listening skills.
- Professional demeanor and the ability to maintain confidentiality.
- Demonstrated commitment to anti-racism and empathy of individuals and groups coming from a variety of backgrounds and viewpoints.
- Warm, humble, and approachable disposition.

Desired qualifications, not required

- Written and verbal fluency in Spanish with the ability to translate and interpret at community events.
- Experience supporting phone-banking or text-banking outreach.

Technology Requirements

- Personal laptop and cell phone.
- Reliable phone and internet access allowing for multiple phone and video calls per day.

How to apply

Send a resume or statement of interest (no more than two pages) via email to apply@commissionshift.org with the subject **“Part-Time Community Organizer.”** Prepare to provide two professional references upon request.

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.