COMMISSION SHIFT

Field Organizer
Job Posting

Position: Field Organizer

Pay range: $40,000 - $55,000, depending on experience

Benefits: Qualified Small Employer Health Reimbursement Arrangement (QSEHRA); 401k retirement plan with up to 4% employer match; professional development allowance; 20 days paid time off, 5 paid sick days, and approximately 14 paid holidays per calendar year; short and long term disability benefits eligibility; voluntary term life insurance eligibility; partial home internet reimbursement; sabbatical for long-term employees.

Location: Must be located in Texas. Work from home with regular virtual meetings and regular in-person participation at meetings, events, or conferences in Texas. If located in Laredo, will work from the Laredo office. Candidates located in active oil and gas development regions are strongly encouraged to apply.
Preferred locations: Laredo, Midland/Odessa, Lubbock, Abilene, San Angelo, Dallas, Fort Worth, Denton, Arlington, Longview, Tyler, Nacogdoches

Hours: Full-time, 40 hours per week

Travel: 20% - 40%

Application deadline: Applications are currently under review, and **the position will remain posted until filled.**

About Commission Shift

Commission Shift is a Texas-based public advocacy organization transforming our state oil and gas agency by working with and for the people of Texas to create pathways for shared governance.

Contrary to what its name implies, the Railroad Commission of Texas 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 is educating and organizing a wide array of Texans to build support for changes at the Railroad Commission of Texas that improve the agency's function, transparency, and accountability to people and places impacted by the oil and gas industry.

Learn more about Commission Shift by visiting our website, www.commissionshift.org.

Position Description

The Field Organizer will build relationships with people impacted by oil and gas development across the state of Texas. The organizer will work with the organizing team to implement grassroots organizing & civic engagement strategies that transform the state oil and gas agency. The organizing team includes the Senior Organizing Manager and the Field Organizer. The organizing team works in coordination with the Policy team with support from the Communications team.

The Field Organizer will support the organizing team in making phone calls to impacted community members, volunteer management, non-partisan digital canvassing, event planning, preparing public-facing written materials and presentations, contributing to social media content, researching environmental science and policy topics, and planning travel. The organizer will travel throughout the state to meet people impacted by oil and gas development, collect stories, and share information about how to change state policies.

The role of the Field Organizer includes helping to build efficient processes and operations for Commission Shift's community organizing and civic engagement strategies. We are looking for someone comfortable serving in a support role, communicating collaboratively on a team, and who is eager to involve the public in supporting our mission to transform the state oil and gas agency by working with and for the people of Texas to create pathways for shared governance.

Responsibilities

- Support the organizing team with the following (including, but not limited to):
    - Planning travel and events
    - Preparing slideshow presentations, flyers, and handouts
    - Coordinating language interpretation and translation services, as needed
    - Researching quantitative scientific data or policies related to water, air, or community impacts related to oil and gas development
    - Developing efficient processes and operations for repeated tasks including but not limited to volunteer management, digital canvassing, or event planning
    - Calling supporters on the phone to request participation in advocacy actions.
- Monitors changing language justice landscape and proposes improvements as well as updates on strategies.
- Coordinates with local multilingual media outlets to engage community members and demonstrate public support for Railroad Commission reforms.
- Collaborates with organizing team and communications team members to draft written materials and social media content.
- Builds relationships with affected community members and other stakeholders.
- Travels with members of partner organizations to assist with data collection and community outreach in rural areas experiencing heavy oil and gas development.
- Remain non-partisan at all times, and maintain a neutral stance on the various candidates for public office.

- Maintains organized electronic files and citations.

Required minimum qualifications

- At least one year of professional experience in civic engagement, organizing, outreach, coalition building, or a relevant field.
- Knowledge of environmental issue areas such as climate change, water quality, water consumption, and air quality.
- Outgoing, curious, and energized by 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).
- Demonstrated commitment to anti-racism, diversity, equity, and inclusion, and continuous learning practices.
- Familiarity using social media for public education and advocacy campaigns.
- Strong written and verbal communication skills in English.
- Ability to work independently and as part of a team.
- Attention to detail, maintains organized electronic files, and manages time and expectations with respect to deadlines.
- Proficiency using Microsoft Word and Powerpoint or Google Workspace applications including Drive, Docs, Slides, and Forms. Basic familiarity with Microsoft Excel or Google Sheets.
- Valid driver's license, clean driving record, willingness to use personal vehicle for work-related travel, maintain proof of auto insurance, and ability to travel extensively throughout Texas. Committed to safety culture.
- Willingness to work a flexible schedule.

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.

- Familiarity of oil and gas locations, including understanding of diverse cultures and languages spoken.
- Knowledge of or experience with the Railroad Commission of Texas' duties, policies, or election rules.
- Experience volunteering with 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.
- Bachelor's degree in environmental science, journalism, communications, political science, public administration, or public policy. Other majors will be considered.
- Relationships with one or more of the following stakeholder groups: community members affected by oil and gas development (for example: air pollution, groundwater contamination, etc.), landowners, workers rights advocates or labor unions, public education advocates, business leaders, consumer or ratepayer advocates, economic development leaders or entities.
- Strong public presentation skills, and willingness to improve.

Technology Requirements

- 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 Jonathan Warren, Sr. Organizing Manager, jwarren@commissionshift.org **with the subject "Field Organizer Application."** Prepare to provide two professional references upon request.

Applicants with nontraditional career paths or gaps in employment are encouraged to share knowledge, skills, or experience they acquired during that timeframe 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.