



## Statewide Organizing Director

**Location:** Austin, Texas (with frequent statewide travel required)

**Reports to:** Campaign Manager

**Position Type:** Full-time

**Start date:** ASAP

**Salary:** \$9,500 per month

The Gina Hinojosa for Governor campaign is seeking a Statewide Organizing Director to build and lead a creative, people-powered organizing program across Texas. This role will be responsible for designing and managing a scalable volunteer leadership infrastructure that mobilizes supporters, develops new leaders, and drives meaningful voter contact statewide.

The Statewide Organizing Director will play a central role in translating the campaign's values into action by empowering volunteers, training organizers, and building a culture of leadership, accountability, and creativity across regions.

*To apply, please send a resume and cover letter to [info@ginafortexas.com](mailto:info@ginafortexas.com) with the subject line "Application for Statewide Organizing Director".*

### Key Responsibilities

- Create and maintain statewide volunteer leadership infrastructure that can scale across diverse regions of Texas
- Develop systems to recruit, track, train, and retain volunteer leaders and organizers
- Create and lead comprehensive training programs for volunteers, organizers, and staff, including onboarding, skills-based trainings, and leadership development
- Develop training materials and toolkits that support consistent, high-quality organizing across the state
- Hire, manage, and support a distributed team of regional and/or field organizers
- Encourage and support creative, locally driven organizing tactics that reflect Texas's diversity



- Build relational organizing programs that empower volunteers to mobilize their own networks
- Partner with communications and digital teams to integrate organizing efforts into broader campaign storytelling
- Oversee volunteer-driven voter contact programs, including phonebanking, textbanking, canvassing, and event-based outreach
- Foster a healthy, inclusive, and motivating team culture that prioritizes growth, feedback, and sustainability
- Work closely with campaign leadership, political, data, and communications teams to align organizing strategy with overall campaign priorities

### **Qualifications**

- Minimum three cycles prior experience working on political campaigns or five years organizing experience, with statewide or large-scale races preferred
- Demonstrated success building and managing volunteer-led organizing programs
- Strong training and facilitation skills, with the ability to teach and coach organizers and volunteers
- Proven people manager with experience leading distributed teams
- Highly organized, adaptable, and comfortable managing complexity
- Willingness to travel extensively and work evenings and weekends as required

### **Preferred Experience**

- Experience running relational organizing or volunteer leadership ladder programs
- Familiarity with Texas political organizing or large, diverse geographies
- Experience designing training curricula or leadership development programs
- Experience scaling organizing programs quickly in a fast-paced environment