



**Position Announcement:**  
**North Texas State Organizer**

**URGE seeks a committed, experienced individual who is passionate about reproductive /social justice to organize and develop our field and civic engagement program in Texas.**

URGE's field program works to identify young people who care about issues of sexual health, reproductive rights and gender equity, help them create and engage community in various ways within their state, help them develop organizing and leadership skills that build visibility, credibility and political power that can be leveraged to impact policy and culture change in state and nationally.

**URGE is working to empower the diverse, upcoming generation of leaders who promote and protect reproductive freedom – both now and in the future.** We are dedicated to the right of each person worldwide to decide when and if they will have sex, when and if they will be pregnant, and when and if they will have a child. URGE provides tools, training and leadership opportunities to young people aged 18-30 to mobilize for reproductive information and services and win real victories for their campuses and communities!

Candidates must have knowledge of and commitment to reproductive health and rights and/or social justice issues, experience with national and/or state organizing, some experience with issue campaigns, member development and civic engagement as well as excellent training skills. This position will report to the Field Director.

**Responsibilities:**

**Chapter Management**

- Provide guidance and management to chapter leaders
- Build and deepen relationships with individuals to increase their leadership and investment in URGE
- Develop 1-3 new chapters a year
- Manage multiple URGE chapters throughout the state
- Track and report chapter progress, leadership development and all outreach activities
- Represent URGE at campus and community events and at local, state and national conferences
- Maintain an accurate and comprehensive database of chapters, members, community organizations and individuals
- Work with State Coordinator to engage new IVE contacts in on-campus chapter activity and training
- Maintain regular/weekly contact with chapters

**Facilitation**

- Facilitate workshops with various sized groups skillfully
- Work collaboratively to develop new trainings, workshops and curriculum

- Move groups smoothly through hours or days of programming
- Articulate and teach RJ values based programming
- Modulate trainings for audiences of varying levels of experience and education on Reproductive and Social Justice issues

### **Base Building and Outreach**

- Continuously outreach to communities to recruit new URGE membership
- Generate attendees to numerous URGE events throughout the year
- Cultivate knowledge of tools and technologies to increase constituent engagement
- Move event attendees into deeper engagement via URGE's leadership ladder
- Work with State Coordinator to move graduating chapter members into City Activist Networks

### **Chapter Campaigns**

- Identify, build, train and develop a diverse base of young leaders and activists to run local, state and national reproductive justice campaigns
- Identify regional, local, state and campus issues and develop campaign strategies
- Inspire grassroots activism for the purpose of building active, visible local support for sexual health, reproductive rights and gender justice
- Work with URGE staff to plan, develop, and implement trainings for URGE's Reproductive Justice Leadership Institutes, State, and National Conferences
- Facilitate meetings and strategy sessions
- Provide technical assistance, training, materials and resources to members and chapters

### **Qualifications:**

- Strong commitment to reproductive and gender justice; to the rights of all individuals to make their own decisions about sexual and reproductive health; and to government's responsibility to defend and support those rights
- Experience organizing with people of color
- Experience working at people of color centered and lead organizations
- Experience and comfort organizing and working with LGBTQ+ individuals and communities
- Experience building coalitions and effectively participating in coalition spaces
- Demonstrated commitment to youth organizing
- Knowledge and experience with organizing in Texas and a commitment to working for progressive issues in "red" states
- Knowledge of Texas reproductive and gender justice issues, political landscape and cultural complexity
- Willingness to travel at least 2 weeks out of the month
- Excellent written and verbal communication skills
- Proficiency with social media platforms, including Facebook, Snapchat, Twitter, Instagram
- Ability to juggle multiple tasks with attention to detail
- Flexibility and adaptability to change
- Ability to work well with a team, take direction and feedback, and share skills and knowledge
- Willingness to identify, develop and take on new opportunities to further URGE's mission
- Knowledge of Microsoft Office programs, Google Drive
- Comfort learning new online tools
- Fluency in Spanish preferred, but not required

**Salary:** \$40-\$50k with excellent benefits

**Placement:** This is a remote position based in Texas with preference for someone living in, or willing to relocate to, Houston. Candidates must be able to drive, have personal transportation and the ability to travel to organizing sites across the state. URGE does not have an office for this location. Candidates must be prepared to work from a home office.

**To Apply:** Applications are accepted on a rolling basis. Incomplete applications will NOT be considered. Please send cover letter, resume, 2 page writing sample and the names and contact information of three references to Dominique Jackson: [djackson@urge.org](mailto:djackson@urge.org).

*URGE is an equal opportunity employer. People of color, lesbian, gay, bisexual, transgender people and those with disabilities are strongly encouraged to apply.*