



ROLE: Deputy Director

LOCATION: Texas (Houston or Austin preferred), remote position. Up to 25% travel is required in most years, and regular travel to Austin will be required during the Texas Legislature session every other year.

START DATE: Immediately

REPORTS TO: Texas Executive Director

ROLE OVERVIEW

Democrats for Education Reform TX (DFER TX) seeks a Deputy Director to manage the following areas: policy development and research, legislative advocacy, and local policy advocacy. This role is ideal for someone with excellent management skills and who thrives in an entrepreneurial, flexible, and high-intensity policy driven environment.

WHO WE ARE

DFER TX recruits, educates, and helps elect Democratic and progressive candidates who are dedicated to creating a public education system in Texas, that justly and equitably serves all students. We believe strongly in centering students in policymaking, advancing racial equity, and constantly improving our public education system so that our Black and brown students, English Learners, students with different abilities, LGBTQIA+ students, and students from low-income families receive a high-quality education from preschool through postsecondary education and training that enables them to enter the workforce well-prepared and free from crippling student loan debt.

Democrats for Education Reform (DFER) is a national political organization that supports elected Democrats and candidates for office who seek to expand policies and practices that work well for America's students and confront those that do not. We are education progressives who prioritize students and families, especially low-income students and students of color who should be better served by our country's public education system. The Texas chapter launched in 2022 with the goal of supporting Democrat policymakers in the state who promote excellence and equity in public education by legislating with a student-centered approach.

DFER partner **Education Reform Now Advocacy (ERNA)** is an advocacy group that advances education reform measures through empowering community leaders to support our legislative and political advocacy work. ERNA keeps constant pressure on legislators to champion high-quality public education.

DFER partner **Education Reform Now (ERN)** is a nonpartisan think tank that promotes

increased resources and innovative reforms in K-16 public education, particularly for students of color and students from low-income families.

WHAT WE DO

1. **Support for Progressive Education Leaders** — In an approach that is markedly different from our peers and partners in the field, DFER engages directly with candidates and elected officials to empower them to advocate for education policies that focus foremost on serving students. Our partner organization, Education Reform Now, does work that involves policy research, analysis and education that helps policy makers at all levels understand complex education issues and make informed decisions.
2. **Informing the Education Debate** — Our coalition work reflects the breadth of our policy priorities. We work collaboratively with organizations and our community networks to create an education system that is held accountable to all kids and families.
3. **Targeted Interventions and Rapid Response** — DFER's reach from the most local district relationships to state and federal policymakers, enables us to respond quickly to the changing landscape and policy trends. Activities vary significantly from project to project and may include training, policy analysis, public engagement, electoral and issue advocacy, and policy guidance for elected officials and local advocates.

KEY RESPONSIBILITIES

Manage Policy Research and Development (~50%)

- Assess possible Texas education policy priorities and craft bold, tailored policies to address Texas's challenges.
- Manage the development and creation of Texas-specific white papers and policy memos to inform the education reform debate.
- Collaborate with allied policy partners on projects, research, written communications, and other high-level research projects.
- Monitor the Texas policy landscape including policy changes at the agency, legislative and SBOE levels.

Legislative Advocacy (~25%)

- Manage and execute the DFER legislative advocacy campaign during legislative sessions.
- Develop DFER's legislative agenda and key policy priorities during legislative sessions.
- Assist the Executive Director in managing DFER's advocacy efforts at the Capitol, including consultants and advocacy campaigns.
- Partner with internal departments to develop issue and legislative advocacy campaigns.
- Meet and build relationships with state elected officials.
- Partner with external allies on legislative advocacy.

Local Policy Advocacy (~25%)

- Monitor developments in targeted cities surrounding education policy developments.

- Partner with local on-the-ground organizations to implement local issue advocacy campaigns.
- Meet with local elected officials and build long-term relationships.
- Propose locally based education policies to advance DFER's education agenda.

QUALIFICATIONS

- Passion for DFER TX's mission and vision, along with a desire to advance racial equity and justice
- Must be a Texas resident
- Bachelor's degree required
- 5+ years of experience in policy development, legislative advocacy, within state government or relevant education policy experience
- People management experience required
- Ability to develop and maintain external relationships
- Excellent communication skills, both verbal and written
- Ability to think strategically, critically, and creatively
- Exhibits a positive, "can do" attitude
- Excellent interpersonal skills
- Ability to manage a diverse group of stakeholders
- Track record of successful project management
- Willingness to be flexible in an entrepreneurial and sometimes tense political environment
- Occasional travel to targeted cities and the State Capitol will be required.

COMPENSATION

The salary range for this position is \$72,000-\$97,000. DFER TX is proud to offer excellent benefits: health, vision, and dental coverage; flexible spending plan; life insurance; short- and long-term disability insurance; 401K plan with a match plan; flexible spending/benefits plan; paid family leave; paid time off (vacation, sick time, and all National holidays).

COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

Democrats for Education Reform TX welcomes applications from all and strongly encourages women, people of color, people with different abilities, immigrants, refugees & LGBTQIA+ people to apply for this position. We are committed to maximizing our organization's diversity and recruiting a team that reflects the diversity of Texas students.

HOW TO APPLY

Please apply as soon as possible. All applications are held in strict confidence. Interested candidates should [apply here](#) with a resume and a cover letter explaining why they are an ideal candidate for this position. References will be requested at a later stage of the selection process. A limited number of candidates will be scheduled for phone interviews.