



ROLE: Research and Communications Manager

LOCATION: Texas, currently-remote with up to 15% travel required

START DATE: April 2023

REPORTS TO: Texas Executive Director

ROLE OVERVIEW

Democrats for Education Reform TX (DFERX): DFER TX seeks a Research and Communications Manager dedicated to our mission of ensuring that all children thrive in public school, with a particular focus on low-income students, students of color, English learners, and students with disabilities. In this role, you will bring your passion for equity to provide support to the Texas chapter, particularly in the areas of policy research, analysis, advocacy, traditional communications, and social media. This role is ideal for someone who thrives in an entrepreneurial, flexible, autonomous, and occasionally high-intensity 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

Research (~50% of time)

- Support DFER-TX political priorities by engaging Democratic political allies and key education partners ahead of the 2024 elections.
- Draft memos on upcoming elections and candidates for various offices.
- Analyze election and campaign finance data.
- Support in the creation of campaign collateral items such as mail, social media ads, etc.
- Help maintain key political relationships.
- Lead special political projects to identify candidates, polling and more.

Communications (~25% of time)

- Draft op-eds, letters to the editor, speeches, monthly email newsletter, and other communications materials.
- Create and manage a robust social media schedule.
- Collaborate with the DFER national communications team to implement best practices in Texas.
- Communicate directly with members of the media and prepare documents, data, and reports that can be shared with media outlets.
- Manage outgoing communications on behalf of the chapter with the guidance of the state chapter lead.

Organizational Support (~25% of time)

- Provide fundraising support, e.g., assisting with select grant proposals and reports, assisting with donor communications, and event planning.
- Assist in developing and implementing an events strategy to engage local stakeholders.
- Work with coalition members and partners to plan and execute joint events as needed.
- Create and regularly update priority contact lists for chapter work targeting statewide and local elected officials and stakeholders.
- Support general chapter needs which may include political, policy, and communications work streams.

WHO WE'RE LOOKING FOR

The ideal candidate will possess the following qualifications and skills:

- Bachelor's degree required
- Passion for DFER's mission and vision including a commitment to diversity, equity and inclusion
- Excellent communication skills, both verbal and written
- Strong research and analysis skills
- Knowledge of Texas political and education policy is highly desirable
- Ability to develop relationships with key media outlets
- Ability to develop and maintain effective external relationships
- Track record of successful project management
- Ability to think strategically, critically, and creatively
- Willingness to be flexible in an entrepreneurial and sometimes intense work environment
- Ability to thrive with a diverse group of stakeholders
- A positive, "can do" attitude, excellent interpersonal skills, and a sense of humor

COMPENSATION

The base salary range for this position is \$58,500 to \$66,500. DFER 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 welcomes applications from all, and strongly encourages women, people of color, people with disabilities, immigrants, refugees & LGBTQIA+ people to apply for this position. We are committed to maximizing the diversity of our organization and recruiting a team that reflects the diversity of the students we serve.

HOW TO APPLY

Please apply as soon as possible, even if you are not available to start immediately. All applications are held in strict confidence. Interested applicants can [apply here](#). References will be requested in a later stage of the selection process.