



TCRP Seeks Voting Rights Program Director

November 1, 2016: The Texas Civil Rights Project (“TCRP”) seeks a Director of our new Voting Rights Program, based in Austin, Texas. To apply, please send a cover letter, resume, writing sample and three references to Megan Garcia at megan@texascivilrightsproject.org. Applicants will be considered on a rolling basis until the position is filled.

About TCRP

For over twenty-five years, TCRP has used legal advocacy to empower Texas communities and create policy change. Today — with dozens of high-caliber attorneys and professionals in Austin, Dallas, El Paso, Houston and the Rio Grande Valley and an extensive network of *pro bono* counsel and community allies — TCRP is among the most influential civil rights organizations in Texas. Learn more at www.texascivilrightsproject.org.

Position Overview

TCRP’s Voting Rights Program, launched in early 2016, is dedicated to protecting and expanding voting rights in Texas, where systemic barriers exclude millions of eligible voters. Through our legal advocacy, TCRP is turning the tide on the state’s abysmal voting rights record by removing obstacles to voter registration, supporting grassroots voter mobilization efforts and opposing new attempts to suppress voting. No other legal organization in Texas is focused on these issues.

The Voting Rights Program Director will be responsible for developing and implementing the Voting Rights Program’s vision and core priorities, managing its overall caseload, litigating cases and supervising legal and paralegal staff. The Director will become a leading voice on voting rights and election reform in Texas. This position is new for TCRP, so it provides a unique opportunity for a motivated attorney to be a leader in shaping the continued success and growth of the organization. The Director will be a key member of TCRP’s leadership team and will report directly to, and work closely with, TCRP’s Executive Director.

Roles and Responsibilities

- **Vision & Leadership**
 - Develop strategic plan for the Voting Rights Program, with TCRP’s Executive Director and Board of Directors
 - Identify cutting-edge legal theories and claims to challenge systemic barriers to participation in Texas
 - Report to TCRP’s Board of Directors and other key stakeholders, as needed
 - Assist in Program-specific development activities such as grant proposals,



reporting, donor meetings and solicitations for select fundraising events

- **Legal Management**

- Litigate complex voting rights actions in Texas state and federal courts
- Design and execute smart advocacy campaigns throughout Texas
- Supervise, manage and mentor staff attorneys, law fellows, legal interns, paralegals and other staff, particularly in connection to voting rights docket
- Recruit and cultivate relationships with *pro bono* counsel
- Participate in evaluation and feedback process for legal staff
- Participate in hiring process as Program continues to grow

- **Community Outreach**

- Serve as TCRP's chief spokesperson on voting rights issues through various communications outlets, becoming a leading voice on these issues statewide
- Establish and deepen relationships with local and national partners
- Represent TCRP in various public fora

Qualifications

- Minimum of six years post-J.D. experience, with substantial litigation experience
- Minimum of two years managerial experience, including proven ability to motivate, train, evaluate and mentor attorneys, paralegals and legal interns
- Meaningful experience in voting rights and election reform
- Experience with media communications
- Ability to build and successfully manage coalitions
- Track record of working collaboratively with diverse groups of individuals
- Excellent writing and oral communication skills
- Licensed to practice in Texas or eligible to waive into Texas bar
- Fluency in Spanish is a plus

Compensation

TCRP offers a competitive salary and excellent benefits, including employer-paid health insurance, four weeks paid vacation, six weeks paid family leave (with avenues to extend leave to 12 weeks in total) and extensive holidays.

Non-Discrimination

TCRP is an equal opportunity employer that welcomes all qualified applicants. We do not discriminate on the basis of race, ethnicity, national origin, creed, religion, physical ability, gender, gender identity or expression, pregnancy, sexual orientation, previous incarceration, veteran status, union membership or activism, or any other characteristic protected by local, state or federal law. TCRP offers competitive salaries, excellent benefits, professional development opportunities and a deep commitment to a meaningful work-life balance.