



Job title: Texas State Director

Supervisor: Political Director

Location: Texas

Travel Requirements: In-state travel as needed

About IMPACT

Indian American Impact ("IMPACT") is a national organization that elevates the voices of Indian Americans, South Asians, and all historically excluded communities to ensure that every level of government reflects the diversity and values of the people it serves. We envision an inclusive, multi-racial democracy where the Indian American, South Asian, and all historically excluded communities are represented, empowered, and engaged in the pursuit of equity and justice in America.

Position Summary:

South Asians are among the fastest growing ethnic groups in Texas. This presents a critical opportunity to make an impact at multiple levels of the ballot. The State Director will oversee Impact's operations in Texas to mobilize South Asian voters and support endorsed candidates. This role is a great opportunity for an experienced, connected and motivated individual to further advance the political power of communities of color in the United States.

Duties and Responsibilities:

While this list of responsibilities is not exhaustive, the TX State Director will:

- Support and grow a team of staff and volunteers to civically engage South Asians across TX
- Oversee IMPACT's candidate recruitment and member organizing efforts in TX
- Design and manage a program to engage local South Asian donors with a history of investing \$500 - \$10,000 to political and non-profit causes as part of a larger events and peer leadership-based donor organizing strategy
- Drive IMPACT's events strategy in TX, working with national staff and volunteers to achieve advocacy, fundraising, and press objectives
- Tend to, and in some cases help to develop, systems and data in alignment with IMPACT's overall membership data and systems protocols.
- Serve as the primary liaison for IMPACT's endorsed candidates and campaign staff in TX, as well as the first contact for prospective candidates.
- Serve as a bridge between IMPACT and allied organizations for co-sponsored events and activities in TX, as well as provide input for guiding endorsements and investment decisions.
- Working with the Political Director, build a robust pipeline of IMPACT candidates and political contacts in TX to further the mission of the organization



- Work with IMPACT's communications team to promote IMPACT and IMPACT partners' candidates in TX, projects, and events through social media
- Support IMPACT's TX State Affiliate Leadership, including enfranchising their networks to increase IMPACT's reach across TX
- Assume additional responsibilities as assigned by the Political Director

Ideal Qualifications:

- Demonstrated skill and passion for building political power in underrepresented communities
- 4+ years of campaign and/or political and organizing experience
- A network of pre-existing donor, progressive organization, AAPI organization, and volunteer leader relationships in TX strongly preferred, but not required.
- Skill and comfort managing people and teams, including volunteer teams
- Familiarity with non-federal and federal campaign election laws preferred
- Experience recruiting candidates for state & local office preferred
- Experience coordinating with communications and press operations as part of a campaign
- Comfort with a startup environment, including evening or weekend hours
- A desire to grow as a professional through this experience with a collaborative and positive attitude
- Motivation to join a young organization that is seeking to build influence and political power for South Asian Americans over the coming years ahead
- Ability to envision and manage execution of large-scale projects
- Ability to engage at a high level with issues of racial equity and inclusion
- When safe, ability to travel to meet with candidates and stakeholders in TX

Culture and Compensation:

At IMPACT, we believe that one of the best ways to invest in our mission is to invest in our team. We offer competitive salaries and a benefits package that includes full healthcare and dental coverage, 401(k) with employer match, and three weeks paid time off plus national holidays. The State Director will be employed as a full-time position with a salary between \$70,000 - \$84,000 based on the candidate's experiences and qualifications.

How to Apply:

To apply, please visit <https://www.iaimpact.org/jobs>. If you have any questions or require assistance, please contact Linto Thomas at linto@iaimpact.org. We will be reviewing resumes on a rolling basis until this position is filled.

IMPACT is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to gender, disability, race, age, national origin, color, creed, sexual orientation, sex (including marital and parental



status), gender identity and expression, religion, economic status, ethnic identity, or veteran's status.