



## **Texas Organizer (Peer Policy Fellow)**

### **POSITION OVERVIEW**

Texas Harm Reduction Alliance (THRA) seeks a Texas Organizer to join our team. Applicants should align with the organization's core values, including racial justice and anti-racism and an understanding and commitment to the [principles of harm reduction](#). This position is funded through a two-year Peer Policy Fellow grant from the Hogg Foundation for Mental Health.

This team member will work with the advocacy team to organize a network of directly impacted harm reduction leaders to win campaigns to end the War on Drugs and advance the Harm Reduction movement in Texas. The ideal candidate for Texas Organizer will have 1-2 years of grassroots organizing and campaign-building experience, a deep understanding of the harms caused by the War on Drugs, and the challenges facing people who use drugs in Texas.

### **ESSENTIAL FUNCTIONS**

- Support the leadership development of directly impacted harm reduction advocates across the state through meetings, trainings, and research
- Translate issues and concerns facing people targeted by the War on Drugs into actionable local advocacy campaigns in different Texas cities
- Help develop a state strategy that includes the voices and input from directly impacted leaders across the state
- Prepare written reports, meeting summaries, testimonies, talking points and other related campaign materials
- Develop relationships with media contacts, draft and pitch press advisories/releases, and press statements for events; draft opinion editorials with members and pitch to media
- Support a powerful Advocacy Day at the Capitol in 2023
- Work alongside organizing staff to support regular membership and leadership meetings, mobilizations, and trainings
- Attend community and coalition meetings as needed
- Attend staff meetings, trainings and conferences as assigned

### **JOB QUALIFICATIONS**

- Personal lived experience with drug use and extensive knowledge of issues facing people who use
- 1-2 years of professional or volunteer experience in community organizing, harm reduction advocacy, and/or policy analysis
- An understanding of and commitment to the relationship between abolition and the harm reduction movement



- Must be passionate about changing policies and laws, and have an understanding of the systems of oppression that contribute to drug use and overdose, houselessness, arrest and incarceration
- Excellent verbal and written communication and listening skills including the ability to communicate effectively with diverse audiences
- Ability to work as part of a team, receive and give feedback, and address conflicts and concerns in a healthy manner
- Must be able to communicate and coordinate with a diverse set of people including people who use drugs, elected officials and community partners.

**Strong Applicants also have:**

- Bilingual: Spanish/English
- Experience in Texas legislative strategy and/or policy analysis

**More about the job:**

This full-time, salaried position will be a remote and/or based out of our Austin, Texas, office. Salary range for Texas Organizer is \$50,000 - \$55,000 per year, based on experience, with benefits including health, dental, vision, retirement, paid time off and holidays.

**More about the organization:**

The Texas Harm Reduction Alliance (THRA) emerged in early 2019 in response to unprecedented opioid overdose rates and apparent statewide need for harm reduction policy advocacy, education, and capacity-building for direct services with people impacted by substance use, overdose, HIV, hepatitis, and sex work. THRA is a resource for all community sectors and organizations seeking evidence-informed pathways to improvement of conditions and outcomes related to drug use and related activity. We operate a direct services program in the Austin area that provides comprehensive harm reduction services.

Texas Harm Reduction Alliance is an equal opportunity employer and does not discriminate in employing staff, or selection of volunteers, on the basis of race, creed, religion, color, national origin, citizenship, sex, age, disability, marital status, sexual orientation, gender identity, justice involvement or conviction, veteran status, financial status or HIV status.

**How to Apply:**

Please send to [cgraziani@harmreductiontx.org](mailto:cgraziani@harmreductiontx.org) with Texas Organizer in subject line, in (.doc) or (.pdf) format:

- Letter of introduction including commitment to core values referenced above
- Current resume/vitae
- Contact information of three professional references