



TEXAS HOUSE DEMOCRATIC CAMPAIGN COMMITTEE

FINANCE DIRECTOR

The Texas House Democratic Campaign Committee is hiring a Finance Director for the 2026 campaign cycle. This is a senior-level position, reporting to the Executive Director, and will build and run the committee's full fundraising operation. We are looking for someone who can develop donor relationships, plan and execute events at every scale, and manage online and direct mail programs while keeping cash flow on schedule. Past fundraising experience is a must-have. A strong working knowledge of the Texas donor base, regional differences across the state, and the political dynamics that come with having 150 House districts to manage is preferred.

QUALIFICATIONS

- At least one full campaign cycle of fundraising experience as a Finance Director or equivalent
- Experience building and managing major donor programs
- Track record planning and executing fundraising events
- Experience with online fundraising, direct mail programs, and small-dollar campaigns
- Working knowledge of campaign finance compliance and reporting requirements
- Familiarity with NGP, ActBlue, and other fundraising tools
- Texas political experience preferred but not required

FUNDRAISING RESPONSIBILITIES

- The Finance Director will develop and execute a fundraising plan covering multiple donor categories, including:
- Major donor cultivation and solicitation
- PAC and partner organization giving programs
- Online and small-dollar fundraising programs
- Direct mail fundraising campaigns
- Planning, scheduling, and managing fundraising events

- Managing call time for designated fundraisers, including preparing call sheets and handling all follow-up donor correspondence and thank-you programs
- Building and improving the donor database to identify, research, and recruit new contributors

CANDIDATE SUPPORT

The Finance Director will also be responsible for:

- Assisting incumbent members and challenger candidates with developing and executing their own fundraising plans
- Leading trainings for candidates and campaign staff on fundraising strategy, call time management, donor outreach, and compliance requirements
- Advising targeted campaigns on budgeting, cash flow, and reporting

COMPLIANCE

The Finance Director will oversee compliance with all Texas election laws, including:

- Preparing and filing campaign finance reports with the Texas Ethics Commission
- Tracking contribution limits and source restrictions
- Maintaining timely and accurate records across all fundraising activity

WORKING CONDITIONS

This is a campaign cycle position based in Texas. The role requires extensive hours and statewide travel, particularly during peak fundraising and campaign season. Access to a vehicle is required.

Salary range is **\$6,000-\$10,000/month**, commensurate with qualifications and experience.

HOW TO APPLY

Send a resume, three references, and a brief cover letter to admin@texashdcc.com with "Finance Director Application - [Your Name]" in the subject line.

Applications will be reviewed on a rolling basis until the position is filled.