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Texas Bar License: 2014

EXPERIENCE

Joe Biden for President, Regional Midwest Voter Protection Director, Remote/Washington, D.C.

Jul. 2020 – Nov. 2020

- Served as the regional voter protection desk for six battleground states, the most number of states across the country and the only pod with two tier 1 states, as well as temporarily serving as the desk for the West, for a total of 10 states
- Succeeded in 4 out of 6 states, flipping Michigan, Wisconsin, Nebraska back and holding Minnesota in a rapidly-changing and highly litigious election environment
- Managed the largest voter protection programs in program history, including surpassing recruitment goals, expanding access to early voting and vote-by-mail during a pandemic, and ensuring smooth elections with relatively few election administration errors
- Designed creative solutions while coordinating with both state staff and senior HQ staff, including leveraging political, digital, and communications efforts to resolve issues quickly and effectively
- Counseled states on all programmatic, political, and personnel decisions, allowing them to build massive programs, mitigate risk posed by the global pandemic, and drive up the margins in close races

Organizing Together 2020, National General Counsel, Washington, D.C.

Mar. 2020 – Jul. 2020

- Served as in-house legal counsel for a federally-independent effort operating in six states
- Drafted, negotiated, and reviewed all vendor, consultant, and partner contracts and agreements
- Managed a vast materials approvals process with outside counsel and partner entities, ensuring compliance with all Federal Election Commission (“FEC”) and Internal Revenue Service (“IRS”) laws and regulations
- Counseled staff, composed guidance, and provided training on a wide variety of legal questions ranging from employment issues to complex political coordination and messaging laws
- Maintained all budget and scoring documents to ensure compliance with IRS 501(c)(4) activity regulations
- Supervised legal requirements in-state program, including guaranteeing voters receive correct information with rapidly-changing state election laws

Julián for the Future, Deputy Campaign Manager, San Antonio, TX

Sep. 2019 – Nov. 2019

Director of Voting and Delegate Strategy, San Antonio, TX

Mar. 2019 – Sep. 2019

- Promoted from department director to second-most senior employee for a presidential campaign, making and implementing key strategic decisions and managing multiple workstreams and teams
- Counseled the candidate on presidential debates, including managing all debate prep sessions with internal and external stakeholders and creating and implementing a strategic plan to prepare the candidate for all possible risks and to properly leverage each opportunity
- Drafted several deliverables to help prepare for the presidential debates, including writing model questions and answers and conducting analysis on other key stakeholders, including other candidates and moderators
- Managed the ballot access and delegate program, including navigating complicated legal requirements
- Served as liaison to all external stakeholders, including consultants and outside advisors
- Advised campaign on paid media and ad buys, including organizing creative content and the editing process

Democratic Senatorial Campaign Committee, National Voter Protection Director, Washington, DC

Feb. 2018 – Dec. 2018

- Served as senior manager tasked with creating and implementing voter protection programs across varying environments in 12 competitive senate races
- Advised state voter protection directors on all programmatic matters, including creating all turnout-yielding materials, navigating difficult political situations, staffing, recruitment, and post-election plans and materials
- Managed the attorney recruitment and staffing process for the Florida recount, including recruiting, training,

and assigning thousands of staff and volunteers in a very short time, staffing and running a legal boiler room, and quickly and efficiently resolving issues in real-time

Doug Jones for Senate, Voter Protection Director, Birmingham AL

Nov. 2017 – Dec. 2017

- Designed and implemented a special election voter protection program on behalf of the DSCC
- Recruited attorneys and volunteers for an Election Day network of implementation agents
- Created several deliverables for internal and external use including legal guidance memos, training materials and voter education materials proactively used to combat misinformation and suppressive voter tactics

Harris County Tax Assessor-Collector's Office, Director of Voter Registration, Houston, TX

Jan. 2017 – Oct. 2017

- Managed a department of 35 employees dedicated to registering voters in the 3rd largest county in the country, streamlining operations and using technology to increase efficiency and work product
- Designed and implemented a new outreach program, including plans for multi-lingual outreach efforts, increased registration in high schools, and partnerships with local stakeholders, resulting in nearly a 10% increase in registration
- Created a strategic plan to use new technology to modernize voter registration efforts and simplify the process by which voters could register
- Monitored all state legislation related to elections, including providing data and serving as a resource witness
- Ensured compliance with Texas election law in all departmental policies and procedures

Hillary Clinton for Iowa, Voter Protection Director, Des Moines, IA

Jul. 2016 - Nov. 2016

- Created and implemented a statewide election protection program designed to expand access to voting and ensuring all voters' ability to cast a ballot through voter education programs and the prevention of barriers
- Hired and managed a team of 14 attorneys, both as full-time staff and long-term volunteers, as well as a team of 700 attorneys statewide, resolving nearly 1000 issues in real-time
- Negotiated for over 80 Early Voting sites, resulting in higher turnout than 2012 in major counties
- Created all legal guidance and consulted with state leadership team on all voting and election-related issues, including challenges from the Secretary of State and providing guidance on messaging and communications

Office of the Attorney General, Assistant Attorney General, Austin, TX

Jan. 2015 - Jul. 2016

- Evaluated and issued detailed rulings on 40-50 requests per month as a drafting attorney in Open Records
- Reviewed every document associated with each request and conducted extensive legal research on all confidentiality and privilege issues asserted in briefs by governmental entities and interested third parties

ADDITIONAL EXPERIENCE

Rodney Ellis Campaign, Communications Director, Houston TX

Jan. 2020 – Mar. 2020

Wendy R. Davis for Governor, Regional Political Director, Houston, TX

Sep. 2014 - Nov. 2014

Office of Senator Rodney Ellis, Legislative Aide, Austin, TX

Jan. 2013 - May 2013

EDUCATION

University of Houston Law Center, Juris Doctor, Houston, TX

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- Domestic and International Mediator - AA White Dispute Resolution Center
- Immigration Clinic, Innocence Investigations Clinic, Mediation Clinic
- The Journal of Consumer and Commercial Law, Recent Developments Editor
- Recipient of the 2012 UH Public Interest Scholarship

American University, Bachelor of Arts in International Studies, Washington, DC

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- Dean's List, Member of the National Society of Collegiate Scholars and Alpha Lambda Delta Honor Society