

**Draft Mapping Expert ad  
by Harriett Harrow 7/29/13**

**(COMMISSIONERS: Though I emphasize the Voting Rights Act & Justice Dept. preclearance, let's recognize that an applicant's superb maps may've been overruled by an arbitrary boss. I trimmed Application ??? to 4, if we want to include them.)**

## **Mapping Expert Redistricting Commission**

The Independent Citizens Redistricting Commission of Austin, Texas is seeking an expert in voting-district mapping. The Commission is responsible for adopting a plan to set boundaries of ten districts, each to elect one Austin City Councilor.

The Mapping Expert will have experience in creating district maps that have met the requirements of the federal Voting Rights Act of 1965. You will help Commissioners and staff to obtain, analyze and present statistics on demographics, voting patterns and other pertinent data. You will also work closely with Commissioners to gain community input at public hearings throughout Austin in the evenings.

You will foster cooperation among those involved in the project including the Executive Director and Legal Counsel. Your mapping software must provide Commissioners with real-time capability to assess outcomes of changing district boundaries at public hearings and Commission meetings. You will be able to display maps in formats like Internet, email, print and multimedia, for widest distribution and sharing.

You will report to the Executive Director and serve at the pleasure of the Commission until a redistricting plan has been adopted and any challenges to it resolved, estimated to be six months starting August 2013. This part-time position is located in Austin with a salary depending upon expertise.

You will have five or more years of relevant mapping experience with successful outcomes in U.S. Justice Department preclearance (if applicable). Dedication to transparency, nonpartisanship, and independence from City government is essential, especially since you may be called upon to work with City staff.

*Employees of the Commission hold non-civil service positions and serve at the pleasure of the Commission, an equal-opportunity employer. Identity of applicants and interview finalists may be subject to disclosure via the Texas Public Information Act.*

**To apply, first make sure you meet eligibility requirements below. Then submit a cover letter, resume, three professional references and your answers to the following Application Questions by [DATE?] 2013 to:**

**<http://www.jobscore.com/jobs/icrc>**

**Eligibility Requirements:** Within the five years immediately preceding the date of application, neither the applicant nor their spouse have:

- \*Been appointed to, elected to, or have been a candidate for state or city office;
- \*Served as an officer, employee, or paid consultant of a political party or of the campaign committee of a candidate for elective state, county or city office;
- \*Been a registered state or local lobbyist;
- \*Contributed or bundled \$1000 or more in aggregate to candidates for City of Austin elective office in the last city election.

Within the three years immediately preceding the date of application, the applicant has not been a paid employee of the City of Austin; person performing paid services under a professional or political contract to the City of Austin, to the City Council, or to any member of the City Council; any controlling person of any such consultant; or a spouse of any of the foregoing. (II.3.(I)(3))

**Application Questions:**

1. Why you are interested in the Mapping Expert position?
2. What does “independence” mean to you?
3. What does your experience tell you may be the biggest challenge to your success?  
How would you overcome it?
4. What are your salary expectations?