

North Carolina Coordinated Campaign Deputy Political and Coalitions Director

The 2024 North Carolina Democratic Coordinated Campaign is seeking a Deputy Political and Coalitions Director to help oversee its political engagement programs across the state. This is a departmental leadership position where the Deputy is expected to help drive a political and stakeholder engagement strategy that will help elect President Biden, Vice President Harris, and Democrats up and down the ballot. This is a termed position through the 2024 election cycle. Access to reliable transportation is required for this position.

Job Description

- Work with the Biden for President and Coordinated Campaign leadership to develop and implement the campaign's political and coalitions plan which includes stakeholder management, a coalition outreach program, and a surrogates program.
- Craft and recruit for the campaign's key coalition groups for events earned media, and paid communications opportunities; oversee coalition - specific programming.
- Empower activists and coordinate with local elected officials across the state of North Carolina.
- Assist the North Carolina Political & Coalitions Director in developing storyteller & surrogate recruitment metrics to build an ongoing list of potential validators.
- Manage incoming storyteller and surrogate requests by working with political department teams to recruit through their networks.
- Assist the North Carolina Political & Coalitions Director in creating national surrogate requests and managing trip logistics.
- Conduct additional outreach to support campaign programming and build trusted relationships with validators and community leaders.
- Create pathways for members of various constituency groups to become more involved in the issue and electoral efforts of the Coordinated Campaign.
- Manage direct reports (such as Coalition Directors) in all aspects of their work and support their success in the role by conducting relevant coaching conversations, providing and receiving feedback, and creating an inclusive and engaging team culture. More specific tasks could include but are not limited to:
 - Managing and reviewing time off requests
 - Hiring new team members
 - Having constructive conversations with team members on performance
 - Building rapport and trust within your team
 - Leading projects and delegating tasks
- On-year requirements include working outside of normal work hours; other election preparation as necessary.

Preferred Skills & Qualifications

- 2-4 cycles of campaign experience (or equivalent political engagement experience) of effectively building meaningful relationships with elected officials, local influencers, government agencies, businesses, non-profits, or community organizations.
- Experience in community outreach for a political campaign, government department, business, or community organization.
- Able to build authentic relationships across lines of difference, such as race, ethnicity, sexual orientation, class, ability, gender identity, citizenship status, or other identities. Understands how to take an inclusive lens into all aspects of work.
- Able to manage relationships within your team, bring out the best in your colleagues, and treat employees equitably across lines of difference; including but not limited to feedback, performance, and engagement.
- Demonstrated experience in working with multiple teams with different priorities to achieve a common goal.
- Has demonstrated commitment to social and racial justice and an understanding of the issues facing communities of color, immigrant communities, and low to moderate-income families.
- Able to work on multiple projects simultaneously with strict deadlines.
- Has strong written and verbal communication skills; can communicate complex ideas and situations.
- Access to reliable transportation and willingness to travel statewide.

Salary

This position is salaried at \$6,500- \$7,500 per month. This is a temporary full-time position through the 2024 election cycle.

All full-time employees are offered a comprehensive benefits package, 100% covered by NCDP. This includes medical, dental, vision, disability, and life insurance. Benefits become active on your first day of employment. Employees can add partners and dependents to health benefits but are responsible for covering the additional cost. Full-time employees also receive unlimited paid time off on an as needed basis subject to employer approval, two floating holidays, and paid holidays.

This is not a CWG bargaining unit position.

Application and Interview Procedure

Candidates should submit their resumes at <https://forms.gle/1sJkH2otUMtf8Wrg9>.

The North Carolina Democratic Party is an equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the basis of race,

color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity, or gender expression.

Due to FEC regulations, only U.S. citizens or U.S. green card holders are eligible to apply for this role.