

## **North Carolina Coordinated Campaign Regional Organizing Director**

The 2024 North Carolina Democratic Coordinated Campaign is seeking Regional Organizing Directors to spearhead our organizing program in North Carolina in 2024. We are looking for passionate, hardworking leaders who are committed to building the organizing operation needed to win North Carolina, re-elect President Biden, and win elections up and down the ballot for Democrats in November 2024.

Our campaign is hiring for multiple positions and successful applicants will be based in one of North Carolina's population centers. The role requires in-person work. This is a full-time temporary position through the 2024 campaign cycle.

Regional Organizing Directors will be responsible for coaching and managing a team of Organizers to implement the in-state volunteer mobilization program in their assigned regions. Successful applicants should be creative thinkers, solutions-oriented, and capable of motivating a diverse staff.

### **Job Description**

- Hire and manage a team of Organizers; Regional Organizing Directors will be responsible for coaching and setting weekly priorities for their organizing staff, holding organizing staff accountable in an empathy-forward way, and empowering them with the skills and knowledge necessary to build effective volunteer teams in their regions.
- Develop and implement the organizing plan in their regions that will lead teams to recruit more volunteers and have successful conversations with voters.
- Create strategies and systems to lead teams to successfully meet metric benchmarks.
- Ensure staff are trained and have the skills to be successful in their roles in collaboration with Training and Data teams.
- Build and manage relationships with key stakeholders within the region in tandem with the Political team.
- Manage event build for large-scale campaign events.
- Keep your team focused and motivated in a high-stress, rigorous work schedule and environment.
- Consistently meet stated deadlines and communicate with managers when challenges arise.

### **Preferred Skills & Qualifications**

- 1-2 cycles of organizing experience
- Strong interpersonal skills and ability to communicate clearly and effectively
- Commitment to active listening and collaboration with teammates
- Experience meeting deadlines, and the ability to manage many tasks simultaneously

- Strong communication skills and ability to communicate priorities, needs, and expectations to organizing staff and managers, both orally and in writing
- Desire to ask questions, receive constructive feedback, and grow as a professional
- Commitment to equity and inclusion in working with staff and volunteers
- Capacity and desire to work long hours in a campaign setting
- Staff management experience a plus
- North Carolina ties a plus
- Proficiency with Votebuilder/VAN
- Access to a vehicle and a cellphone

### **Salary and Benefits**

This position is salaried at \$5,500 per month.

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/1sJkHtotUMtf8Wrg9>.

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

*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.*