

## **North Carolina Coordinated Campaign Campaign Organizers - Campus**

The North Carolina Democratic Coordinated Campaign is seeking Campaign Organizers for on Engagement for College Campuses. Young voters, especially college-educated young voters, present a unique challenge: they trend very blue, but often vote at lower rates than other demographics. The Democratic Party values the political power of young people and seeks to increase it by engaging them in electoral politics.

North Carolina has more than 470,000 four-year and community college students. Digital tools will be critical in keeping the election top of mind, building engagement, and assisting college students with the logistical hurdles that come along with registering and voting in North Carolina.

This is a full time, temporary position through November 15, 2024. Access to reliable transportation is required for this position.

### **Job Description**

- Hire, train, and manage Campus Fellows for their assigned campuses to meet weekly goals
- Set up field offices with Organizing staff and Fellows on campuses and establish a regular, recurring time to work from each location
- Monitor each campus team's progress toward weekly goals and intervene as needed to improve performance
- Facilitate a nimble, creative, locally-driven culture for your teams that promotes enthusiasm and optimism about engaging student voters
- Attend weekly 1:1 check in with Regional Campus Organizing Director as well as bi-weekly all-hands check-in with the campus organizing team
- Create and post one video per week about candidates or issues (talking points should come from the Coordinated Campaign and/or must be approved by Campus Mobilization Director)
- Additional duties as assigned

### **Work Assignments:**

#### Field:

- Engage with in-person community to create a relentlessly visible campaign.
- Recruit volunteers from in-person events, online sign-ups, phone calls, and texts.
- Train volunteers to have high impact conversations, share stories and messaging, and take on leadership.

- Support and lead in-person action such as office events, house meetings, canvasses, phone banks, letter writing, themed messaging events, and high traffic canvassing.
- Set and exceed goals for volunteer recruitment and retention, as well as voter contact.
- Track, follow up, and coach volunteers who engage online to collect feedback.

#### Engagement:

- Engage with the community in their turf to create a relentlessly visible campaign online.
- Implement digital and relational organizing tactics, including virtual voter contact events.
- Support in-person action such as office events, house meetings, canvasses, phone banks, letter writing, themed messaging events, and high traffic canvassing.
- Identify and engage with existing online communities to recruit volunteers, build relationships, and foster connection with the campaign.
- Train volunteers on how to utilize online networks to organize for the campaign.
- Provide digital content, messaging guidance, and training to volunteers to be effective messengers for the campaign online and strategically engage their networks.
- Regularly connect with supporters and volunteers in their respective digital community as well as meeting and recruiting supporters in-person to cultivate a culture of ongoing engagement.
- Set and exceed goals for volunteer recruitment and retention, as well as voter contact.
- Track, follow up, and coach volunteers who engage online to collect feedback on interactions, comments, and conversations

#### **Required Skills and Qualifications**

- Familiarity with major digital platforms, including Discord, TikTok, Instagram, Twitter, Facebook
- Strong social battery, sense of diplomacy, and experience giving constructive feedback
- NC ties and alumni status a plus
- Commitment to building political power for young voters through electoral engagement
- Ability and willingness to drive between multiple campuses
- Ability and desire to manage a diverse team
- Ability and desire to thrive in a fast-pace, irregular work environment
- Experience canvassing and phone/text banking
- Familiarity with Google suite and VAN

#### **Salary and Benefits**

This is an hourly position starting at \$18.50 per hour over a 55 hour available workweek; 40 hours at the base rate and 15 hours at 1.5x the base rate. Organizers will only be paid for time worked but will always be provided the opportunity to work 55 hours. In addition, Organizers will receive a fifty dollar (\$50) per month tech stipend and two-hundred and fifty dollar (\$250) per month stipend for travel.

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 position is eligible for the CWG bargaining unit.

### **Application and Interview Procedure**

Candidates should submit their resumes at <https://forms.gle/1sJkHtotUMtf8Wrg9>

*The North Carolina Democratic Party is an equal opportunity employer. We will not discriminate and will take affirmative 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.*