



North Carolina Democratic Party Job Opening: **Regional Organizing Director**

The North Carolina Democratic Party (NCDP) is hiring a Regional Organizing Director (ROD) for a voter contact program. This program will focus on electing Democrats up and down the ballot. To confirm, this will be a full-time, salaried, exempt position through November 30th, 2025. Primary responsibility is to grow an already powerful network of volunteers and Democratic activists across the state. Responsible for training and empowering this network of grassroots volunteers and hitting goals for voter contact metrics in their region. Will facilitate the building of activities that generate excitement, knowledge, presence, and votes in their communities. The RODs will report to the Executive Director and other internal departments. Travel will be required when safe; possession of reliable transportation is required. RODs must be committed to the NCDP's values and platform.

Responsibilities will include:

- Managing and training volunteers on direct voter contact methods such as phone banking and canvassing.
- Ensuring all volunteer outreach and engagement is tracked in VAN and reports are submitted daily.
- Assisting in the planning and execution of organizing actions and events. • Developing relationships with Democratic activists in the community and engaging them in field events and activities.
- Fostering partnerships with local county parties and progressive groups. • Other duties as assigned.

Desired Skills & Qualifications:

- Must possess strong written and oral communication skills
- Previous campaign field management experience preferred.
- Proven ability to meet voter contact and recruitment goals.
- Ability to prioritize and effectively manage multiple tasks in a fast-paced work environment



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- Must demonstrate cultural competency with racially diverse audiences
- Fluency in VAN, Microsoft Office Suite; other field tools a plus
- 3+ cycles of community, issue, labor, political or campaign management experience
- Work hours vary from standard office hours and include weekends.
- Have your own reliable transportation.
- Successful experience working with teams representing a rich mix of talent backgrounds, and perspectives
- Knowledge of North Carolina political landscape, preferred

Logistics & Working Conditions:

- Full-time position.
- Generally, Monday through Friday, shall require evening and weekend hours. Extended hours during election season, State Convention & National Convention.
- This position is based in the North Eastern part of North Carolina
- Registered Democrat.
- Must have a valid driver's license, a reliable mode of transportation, and the ability to travel extensively at times throughout the state for more than a day at a time.

CLASSIFICATION:

Exempt (not subject to overtime); temporary; bargaining unit position.

Salary & Benefits:

The salary and benefits for this position are competitive and commensurate with experience. The pay range is \$60,000 to \$70,000 annually, or \$5,000 to \$5,833 monthly.

Employees receive graduated vacation based on years of service, beginning at 10 days of paid vacation for new employees. Employees also receive paid holidays, paid sick leave, and various other forms of paid leave.

NC Democratic Party Benefits:





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.

Application and Interview Procedure:

To apply, please send a cover letter and resume to jobs@ncdp.org.

Please only list the words "Regional Organizing Director Application" in the subject line. Applications improperly submitted will not be accepted. Applications will be accepted on a rolling basis.

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



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