



NCDP Deputy Voter Protection Director

The North Carolina Democratic Party (NCDP) is hiring a Deputy Director of Voter Protection, focused on organizing, training, and managing the statewide volunteer infrastructure that powers voter protection. The Deputy will work in partnership with the Voter Protection Director to oversee our poll observer and hotline volunteer programs, develop and manage organizing systems, and support coordination with county party leaders.

This is not a legal position, and a law degree is not required. The ideal candidate is an experienced organizer and project manager who thrives in fast-paced environments, cares deeply about expanding access to the ballot, and is ready to lead a large team of volunteers to help protect voting rights in North Carolina. This is a full-time, salaried, exempt position based in Raleigh, North Carolina. Travel may be required.

Volunteer Leadership & Program Management

- Lead implementation of volunteer-facing programs, including the poll observer program and voter assistance hotline.
- Help supervise the volunteer lifecycle: recruitment, training, assignment, credentialing, scheduling, and engagement.
- Maintain up-to-date communications with volunteers and volunteer leaders.
- Manage volunteer data in VAN/Votebuilder and other tools to ensure accurate tracking and performance monitoring.

County Party and Stakeholder Engagement

- Develop strong working relationships with county-level Democratic organizations and their designated poll observer coordinators.
- Support county leaders in meeting recruitment goals and ensuring volunteer coverage at early voting and Election Day sites.
- Identify and cultivate high-performing volunteers to take on leadership roles within their counties.

Strategic Operations & Communication

- Contribute to development and execution of the overall voter protection strategic plan.
- Support clear and timely communication across programs and between staff, volunteers, and county partners.
- Prepare reports and assist in identifying trends from hotline and poll observer reports for internal use and escalation.

Desired Skills and Qualifications

We do not expect any candidate to possess all of these skills and experiences, and we encourage you to apply even if a couple of them do not perfectly describe you.

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- At least one cycle of experience organizing or managing volunteers on a political campaign or advocacy effort.
- Strong project management skills, including the ability to manage complex workflows, meet deadlines, and oversee large-scale organizing efforts.
- Exceptional interpersonal and written communication skills, especially in training and motivating volunteers.
- Experience using VAN/Votebuilder and Google Suite (especially Google Sheets).
- Willingness to work long, non-traditional hours during peak election season and ability to travel across the state as needed.
- Commitment to the NCDP's Values – A strong commitment to protecting the right to vote and expanding access to the ballot, strengthening the Democratic Party, and winning elections. Strong lens and judgment on issues of race and equity – Clearly and consistently articulates a sophisticated understanding of racial equity and structural racism as it relates to the work we do and how we operate internally at the NCDP. Operates and organizes from a racial justice perspective, with emphasis on voter suppression's disproportionate impact on communities of color.
- Preference for candidates with: Previous voter protection experience as a staff member for a partisan or non-partisan program, or as a volunteer poll observer, poll worker, boiler room, or hotline volunteer
- JD 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. Partial remote arrangement possible.
- Must be willing to travel throughout the state for more than a day at a time.

Classification

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

Salary & Benefits:

The salary and benefits for this position are competitive and commensurate with experience. The pay range is \$63,000 - \$75,000 annually or \$5,250 - \$6,250 per month.

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:

To apply, please send a resume to jobs@ncdp.org. We will review a cover letter as part of your application, if you would like to submit one, but it is not required. Please only list the words "Deputy Voter Protection 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.