

NCDP Coordinated Campaign Director

The North Carolina Democratic Party (NCDP) Coordinated Campaign Director will develop and oversee the 2026 Coordinated Campaign programming in the state. They will work with stakeholders, partners, and campaigns to create, oversee, and support a statewide coordinated campaign.

Responsibilities will include:

- Work with staff and partners to develop a coordinated campaign strategy, including all aspects of organizing, direct voter contact, and voter protection
- Hire and manage senior staff of the coordinated campaign
- Manage the coordinated campaign budget
- Build relationships and collaborate with key stakeholders, including campaigns, national and state committees, and local and state parties
- Provide regular reports and updates about the work of the coordinated campaign to committees, key stakeholders, and campaigns
- Create and implement accountability structures that ensure the program and staff consistently grow and develop over the course of the cycle

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.

Ideal applicants will have two or more cycles of experience at a senior level on statewide campaigns, with at least four or more cycles of experience overall.

- Minimum of four cycles of experience on coordinated campaigns, with at least two of those cycles serving in senior staff positions on a coordinated campaign or in similar roles
- Experience managing staff through multiple layers
- Experience managing a budget is preferred
- Ability to build and maintain relationships with stakeholders such as elected officials, candidates, campaign staff, activists, grassroots, and volunteers
- Effective communicator with a variety of audiences, including both internal and external staff and organizations
- Strong organizational and strategic thinking skills, with an ability to develop concrete, implementable plans

Logistics & Working Conditions:

- Full-time position.
- Generally, Monday through Friday, shall require evening and weekend hours. Extended hours during election season.
- Registered Democrat.

- Must have a valid driver's license, a reliable mode of transportation, and the ability to travel throughout the state for more than a day at a time.

Classification:

Exempt (not eligible for overtime pay); temporary position; not a bargaining unit position.

Salary & Benefits:

The pay range is \$132,000 - \$156,000 annually or \$11,000 - \$13,000 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 include the words "Coordinated Campaign Director" 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.