



North Carolina Democratic Party House Caucus

Regional Organizing Director

The North Carolina Democratic Party House Caucus (NCDPHC) is hiring Regional Organizing Directors for their 2026 organizing program for State Legislative races. The Regional Organizing Director will be responsible for working closely with the NCDPHC Organizing Director, other members of the NCDPHC Campaign Team, and additional partners to design, manage, implement, and execute the field program objectives in 2-4 specific House districts per area across the state.

The ideal applicant has at least one cycle of relevant campaign experience, works well in fast-paced environments, has a proven ability to meet goals, and is committed to electing Democrats at the legislative level. This is a full-time, salaried, cycle based exempt position located in Counties across North Carolina. Nights and weekend work will be required with flex time provided. Travel will be required when safe; possession of reliable transportation is required.

Responsibilities will include:

- Assisting campaign staff throughout the election cycle to achieve benchmark and accountability measures.
- Actively managing, implementing, and debriefing field and voter contact programs in designated house districts.
- Working to build and partner with local grassroots volunteer teams that will engage in direct voter contact, volunteer recruitment, and retention in districts statewide.
- Working with NCDP's Regional Organizing Directors, the Coordinated Regional Organizing Directors, and partners to create programs, analyze data and track progress on field metrics.
- Where necessary, facilitating and managing paid canvassing operations
- Engaging in both internal campaign communications and external partner relationship building.
- Serving as a representative of the North Carolina Democratic House Caucus program, candidates, and members.
- Must be willing to participate in direct voter contact efforts inclusive of canvassing and phone banking.
- Other duties as assigned.

Desired Skills & Qualifications:

- Proficient in voter database systems such as NGP-VAN, in addition to G-Suite, Microsoft Excel, Microsoft Word, and Zoom.
- At least 1 cycle of relevant community or political organizing or management experience; minimum of one cycle in a leadership position preferred.
- A self-motivated, team player with a proven track record of meeting goals and deadlines with an ability to adapt to changing circumstances.
- Strong organizational skills with a great attention to detail.

- Experience working with diverse teams representing a rich mix of talent, backgrounds, and perspectives.
- Willingness to collaborate in a team environment to solve complex problems and work across departments when necessary to meet long term goals.
- Must have reliable transportation.
- Knowledge of North Carolina political landscape, or previous work in the south preferred.

Logistics & Working Conditions:

- Full-time temporary position based in the Assigned County Region of North Carolina
 - Ideal start date is January 1, 2026, through December 1, 2026
 - Hours are generally Monday through Friday but shall require evening and weekends, and extended hours during election season.
- Must be a registered Democrat
- Must have a valid driver's license, a reliable mode of transportation, and the ability to travel at times throughout the state for more than a day at a time

Classification:

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

Salary & Benefits:

The salary and benefits for this position are competitive and commensurate with experience. Salary range is \$60,000 to \$66,000 annually or \$5,000 to \$5,500 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 House Caucus 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. Travel reimbursement will be applied across districts when applicable.

Application and Interview Procedure:

To apply, please email a cover letter and resume to Organizing Director, Jim Messina at jmessina@ncdp.org. Please list "NCDPHC Regional Organizing Director" in the subject line. Applications improperly submitted will not be accepted. Applications will be accepted on a rolling basis with priority given to those received by November 21, 2025.

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.