North Carolina Coordinated Campaign Data Director

About the Opportunity

The North Carolina Democratic Party (NCDP) is seeking an experienced Data Director for the 2026 Coordinated Campaign.

The Data Director will manage and develop data tools and processes to support the 2026 Coordinated Campaign in North Carolina. They will work with stakeholders, partners, and campaigns to create, oversee, and support a data program for statewide operations. This fundamental role within the Senior Leadership Team will work closely with other departments to implement programs that elect Democrats up and down the ballot. This position is full-time and based in Raleigh, North Carolina.

Responsibilities will generally include:

- Build and maintain automated and one-off reports that provide updates and evaluation of coordinated campaign programs, including organizing, direct voter contact, and voter access
- Work with stakeholders and other coordinated campaign departments to collect and generate data analytics that provide actionable insights and clear goals
- Administer and support the use of VAN and other volunteer and voter contact tools, including developing trainings, best practices, and supporting the implementation of data standards and stable data pipelines
- Create targeted volunteer and voter contact universes tailored for specific contact modes
- Analyze voter contact and volunteer recruitment program results, and present relevant findings and recommendations to state coordinated campaign leadership
- Other duties as needed, including potentially hiring and staff management responsibilities

Qualifications

The Data Director will support campaign program operations in a variety of ways, requiring both data and analytics fluency and an ability to work and collaborate in a fast-paced, evolving environment.

- Two or more cycles doing analytics work in an electoral campaign is required; one or more cycles in a leadership role in statewide campaigns in data and analytics at the Deputy Data Director level or higher is preferred
- Prior analytics, targeting, or reporting experience is required
- Advanced knowledge of VAN, along with Excel or Google Sheets, is required
- Familiarity with predictive models, probabilities, and their application to voter targeting is required
- Experience communicating technical concepts to non-technical audiences is required
- Intermediate SQL experience is required; advanced experience in a professional setting is preferred
- Experience using coding languages like R or Python for analyzing large datasets and performing statistical analysis is preferred
- Experience with data visualization tools such as Tableau, Looker, or Shiny is recommended
- Strong organizational and strategic thinking skills, with an ability to develop concrete, implementable plans

- Registered Democrat

Classification

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

The final date of employment will be 11/15/2026.

Salary & Benefits

The pay range is $102,000 - $114,000 annually or $8,500 - $9,500 per month.

This role includes unlimited paid time off, subject to supervisor approval. 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 use this form: [HERE](). 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.