



North Carolina Coordinated Campaign Organizing Director

About the Opportunity

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

The Organizing Director will be critical to developing and implementing volunteer recruitment and voter contact programs that win close elections. They will hire, develop, and manage the statewide organizing team. The Organizing Director should be a resilient leader and a creative thinker who can hold themselves and their teams accountable to ambitious goals. The Organizing Director will serve as senior-level staff on the coordinated campaign and will work closely with other departments to implement programs that elect Democrats up and down the ballot. This is a full-time position based in Raleigh, North Carolina.

Duties and Responsibilities

- Develop and implement the coordinated campaign's statewide organizing program, including staff development, volunteer recruitment, and voter contact
- Hire and oversee all Organizing department staff, including Deputy Organizing Directors, Regional Organizing Directors, and Organizers
- Create systems and communication structures that provide clear direction and motivate teams to achieve ambitious volunteer and voter contact goals
- Oversee a training program that boosts staff productivity and develops volunteers' skills
- Collaborate with Data, Operations, and Voter Access departments

Required Skills, Abilities, and Experience

- At least 3+ cycles of organizing experience, with a strong preference for at least 2 cycles of experience in either a Deputy or Director role on a statewide electoral organizing program
- Experience managing staff through multiple layers, including unionized staff
- Excellent verbal, written, and interpersonal communication skills, especially as applied to building a strong, inclusive management culture that supports staff development
- Proven fluency with VAN and other organizing tools
- Attention to detail, strong organizational skills, and the ability to collaborate with stakeholders across all levels of the organization
- 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.