



North Carolina Coordinated Campaign

Campus Deputy Organizing Director

About the Opportunity

The North Carolina Democratic Party (NCDP) is seeking an experienced Deputy Organizing Director, Campus & Youth Organizing for the 2026 Coordinated Campaign. This role will provide senior leadership for the campaign's statewide campus and youth organizing program, with a focus on engaging college and university students, building durable campus infrastructure, and mobilizing young voters to win close elections.

The Deputy Organizing Director will oversee regional campus organizing leadership, ensure strong execution across institutions, and translate statewide youth strategy into effective, on-the-ground programs. This is a full-time position based in Raleigh, North Carolina, with regular travel to campuses across the state. This position reports to the Organizing Director.

Duties and Responsibilities

- Manage, coach, and support Regional Campus Organizing Directors and other senior campus-focused organizing staff.
- Develop and implement statewide campus and youth organizing strategy aligned with the Coordinated Campaign's overall goals and timeline.
- Build systems and best practices that enable campus teams to meet or exceed daily, weekly, and phase-based goals for student engagement, volunteer recruitment, and voter contact.
- Oversee performance metrics and data integrity across campus programs, ensuring consistent and effective use of NGP VAN and other organizing tools.
- Partner with the Organizing Director on campus staffing models, training plans, and program design.
- Collaborate closely with Data, Impact, Voter Access, Political, Communications, and Training teams to integrate campus organizing into the broader coordinated campaign.
- Serve as a senior point of contact for campus-related stakeholders, including youth coalitions, student organizations, and allied partners.
- Support hiring, onboarding, training, and professional development of campus and regional staff.
- Identify challenges unique to campus environments and proactively adjust strategy to account for academic calendars, breaks, and varying institutional policies.
- Lead special projects or priority initiatives related to youth and campus engagement as assigned.

Required Skills, Abilities, and Experience

- 2+ cycles of organizing experience with staff management responsibilities, experience managing managers is preferred.
- Demonstrated experience leading campus, youth, or student-focused organizing programs.
- Strong understanding of campus culture, student organizing dynamics, and academic calendars.
- Proven success managing large, metric-driven volunteer or voter contact programs.
- Ability to build a motivating, inclusive, and accountable culture across multiple regions and institutions.
- Experience hiring, training, and developing large teams of organizers.
- Fluency with NGP VAN and familiarity with modern digital and relational organizing tools.
- Willingness to travel statewide; access to a reliable vehicle and cell phone required.
- 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 \$84,000 annually or \$7,000 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.