



## North Carolina Coordinated Campaign

### Deputy Organizing Director

#### About the Opportunity

The North Carolina Democratic Party (NCDP) is seeking an experienced Deputy Organizing Director (DOD) for the 2026 Coordinated Campaign. The Deputy Organizing Director will provide senior leadership for the campaign's statewide field program, supporting the execution of volunteer recruitment and voter contact efforts designed to win close, high-stakes elections.

The DOD will oversee regional organizing leadership, drive accountability across the field program, and help translate statewide strategy into effective, on-the-ground execution. This is a full-time position based in North Carolina, with regular travel throughout the state. This position reports to the Organizing Director.

#### Duties and Responsibilities

- Manage, coach, and support a team of Regional Organizing Directors and senior field staff, setting clear expectations and accountability.
- Develop and implement statewide systems, structures, and best practices that enable regions to meet or exceed daily, weekly, and phase-based organizing goals.
- Monitor performance metrics and data integrity across regions; identify challenges and proactively adjust strategy to drive results.
- Partner closely with the Organizing Director on field strategy, program design, staffing models, and training plans.
- Serve as a senior point of contact for Coordinated Campaign stakeholders in assigned regions.
- Collaborate with Data, Voter Access, Political, Communications, and Training teams to ensure strong coordination and execution.
- Support hiring, onboarding, training, and professional development of regional and field staff.
- Lead special projects or priority initiatives as assigned by the Organizing Director.

#### Required Skills, Abilities, and Experience

- 2+ cycles of organizing experience with staff management responsibilities, experience managing managers is preferred.
- Demonstrated success leading large, metric-driven volunteer recruitment or voter contact programs.
- Strong leadership skills with the ability to build a motivating, inclusive, and accountable culture across regions and statewide.
- Experience hiring, training, and developing large teams of organizers.
- Proven fluency with NGP VAN and familiarity with modern voter contact and organizing tools.
- Strong communication, organizational, and problem-solving skills.
- Willingness to travel as needed; 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 basis of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity, or gender expression.*