



North Carolina Coordinated Campaign Impact Director

About the Opportunity

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

The Impact Director will lead the coordinated campaign's grassroots constituency outreach program focused on earning trust and mobilizing communities across the state. They will hire, develop, and manage on the ground staff and will work closely with the Organizing and Political programs. The Impact Director should be a resilient leader and a creative thinker who can hold themselves and their teams accountable to ambitious goals. This is a full-time position based in Raleigh, North Carolina.

Duties and Responsibilities

- Design and lead a comprehensive grassroots outreach program focused on relationship building, trust, and values-based engagement with communities across the state
- Build and maintain strong relationships with community leaders, stakeholders, and grassroots organizations across key constituencies
- Identify, recruit, and support validators and messengers who can authentically engage their communities
- Hire and oversee all Impact department staff
- Create systems and communication structures that provide clear direction and motivate teams to achieve ambitious outreach goals
- Integrate Impact programming into broader organizing plans, GOTV efforts, and other campaign programs
- Track program outputs and outcomes, including relationship growth, engagement metrics, and qualitative impact in partnership

Required Skills, Abilities, and Experience

- At least 3+ cycles of organizing or political experience, with a strong preference for at least 2 cycles of experience in either a Deputy or Director role on a statewide program
- Experience managing staff through multiple layers, including unionized staff
- Strong understanding of grassroots organizing, relationship building, and constituency outreach within a political or advocacy context
- Excellent verbal, written, and interpersonal communication skills, especially as applied to building a strong, inclusive management culture that supports staff development
- Ability to listen deeply, synthesize feedback, and reflect community values back into strategy
- 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

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.