



## North Carolina Coordinated Regional Impact Director

### About the Opportunity

The North Carolina Democratic Party (NCDP) is seeking an experienced Regional Impact Director for the 2026 Coordinated Campaign. This role will support the execution of the campaign's Impact program within an assigned region, with a focus on building trust, relationships, and partnerships with key communities and constituencies to help win close elections.

The Regional Impact Director will manage regional Impact staff, oversee constituency-based outreach, and ensure that relationship-driven engagement is well coordinated with the broader organizing and voter contact efforts. This is a full-time position based in assigned turf in North Carolina. This position reports to the Impact Director.

### Duties and Responsibilities

- Recruit, hire, train, and manage a team of Impact Organizers and Impact Fellows within the assigned region.
- Develop and execute a regional Impact plan aligned with statewide Impact strategy and coordinated campaign goals.
- Build and maintain strong relationships with community leaders, grassroots organizations, validators, and constituency-based partners in the region.
- Oversee constituency outreach efforts that center values-based conversations, community presence, and trust-building.
- Establish systems to track goals, activities, and outcomes for Impact programs, balancing qualitative relationship-building with quantitative reporting.
- Ensure accurate and timely data entry, reporting, and documentation of Impact activities using NGP VAN and other tools, as appropriate.
- Collaborate closely with Organizing, Data, Voter Access, and Communications teams to integrate Impact work into the broader campaign strategy.
- Support staff development through coaching, feedback, and mentorship in a fast-paced campaign environment.
- Foster an inclusive, values-driven, and accountable team culture.
- Represent the Coordinated Campaign in regional meetings, coalition spaces, and community events.
- Perform additional duties as assigned.

### Required Skills, Abilities, and Experience

- 1-2 cycles of paid organizing experience, including experience with campus, youth, or student organizing.
- Experience managing, training, or mentoring staff, fellows, or volunteer leaders.
- Demonstrated success building relationships with community leaders and partner organizations.
- Strong communication, interpersonal, and organizational skills.
- Ability to balance relational work with goals, timelines, and reporting expectations.
- Familiarity with NGP VAN and voter engagement tools.



- Willingness to work in the field within the assigned region and attend community events outside of standard hours.
- Access to a reliable vehicle and cell phone.
- 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 \$69,000 annually or \$5,750 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.*