



North Carolina Coordinated Campaign

Regional Organizing Director

About the Opportunity

The North Carolina Democratic Party (NCDP) is seeking an experienced and strategic Regional Organizing Director (ROD) for the 2026 Coordinated Campaign. The ROD will play a central leadership role in building and executing a large-scale volunteer recruitment and voter contact program designed to win close, high-stakes elections across the state.

The ROD will oversee all organizing activity within an assigned region, manage and develop a team of field staff, and ensure strong execution of statewide strategy at the regional and local level. This is a full-time position based in assigned turf within North Carolina and requires regular in-person work with staff, volunteers, and partners. This position reports to the Deputy Organizing Director.

Duties and Responsibilities

- Hire, train, and manage a diverse team of Field Organizers and Field Fellows, providing clear expectations, coaching, and regular feedback.
- Develop and execute a regional organizing plan aligned with statewide strategy, goals, and timelines.
- Build systems and structures to ensure the region consistently meets daily and weekly volunteer recruitment and voter contact goals.
- Oversee volunteer recruitment, training, and engagement to build a strong, sustainable organizing program.
- Ensure accurate and timely data entry, reporting, and use of NGP VAN and other campaign tools.
- Monitor performance metrics, assess progress, and adjust tactics to drive results.
- Build and maintain strong relationships with local party leaders, elected officials, and key community partners in the region.
- Foster a motivating, inclusive, and accountable team culture in a fast-paced campaign environment.
- Collaborate closely with other campaign departments to ensure alignment and coordination.
- Other responsibilities as assigned.

Required Skills, Abilities, and Experience

- 1–2 cycles of organizing experience, including direct voter contact and volunteer recruitment.
- Demonstrated experience managing, training, or mentoring staff or volunteers.
- Strong organizational skills with the ability to manage multiple priorities and deadlines.
- Proven ability to create a motivating, inclusive, and accountable team culture.
- Fluency with NGP VAN and familiarity with modern data and digital organizing tools.
- Willingness and ability to work full-time in a field office and travel within the assigned region.
- 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: . 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.