



North Carolina Coordinated Campaign

Director of Leadership Development

About the Opportunity

The North Carolina Democratic Party (NCDP) is seeking an experienced Director of Leadership and Staff Development for the 2026 Coordinated Campaign.

The Director of Leadership and Staff Development will be a critical partner to the Coordinated Director in building a high-performing, values-driven statewide coordinated campaign that sets up the team for success this year while cultivating a pipeline of dedicated staff and volunteers for future cycles. This role will lead the design and execution of leadership development, management training, and professional development systems for staff at all levels. The DLSD will help shape the culture, structures, and operational maturity of the campaign — ensuring that every manager has the tools, skillsets, and support they need to lead their teams and develop their staff. This is a full-time position based in Raleigh, North Carolina.

Duties and Responsibilities

- Acting as a strategic thought partner to the Coordinated Director in campaign planning, staffing, organizational structure, and cross-department collaboration throughout phases
- Helping forecast leadership needs, skill gaps, and operational risks across the state
- Developing evaluation tools, feedback mechanisms, and growth frameworks that support continuous staff development at all levels
- Designing and running a comprehensive leadership development program for managers across the coordinated campaign
- Supporting the training program for volunteers interacting with the campaign throughout phases
- Collaborate across departments to develop GOTV systems and structures
- Hire and manage end of cycle support staff

Required Skills, Abilities, and Experience

- Strong background in leadership development, training, HR, organizational development, or people management.
- Experiencing training, managing, and supervising staff in a fast paced environment
- A utility player who is comfortable managing multiple projects with different timelines.
- Excellent verbal, written, and interpersonal communication skills, especially as applied to building a strong, inclusive management culture that supports staff development
- Attention to detail, strong organizational skills, and the ability to collaborate with staff across all levels of the organization
- Desire to work closely with the Coordinated Campaign Director and Departments Directors on leadership development, skill building, and staff support.
- Registered Democrat

Classification

Exempt (not eligible for overtime pay); temporary position; not a bargaining unit



Position. Position ends on 11/15/26

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.