



**Elections Director
Ohio Democratic Party
Columbus, Ohio**

About Ohio

Over the next two years the Ohio Democratic Party (ODP) will build an organization to win highly consequential elections up and down the ballot. With new leadership comes a new vision for our Party, refocusing on the core fundamentals that move the needle. ODP is building back better as a focused, modern, and nimble force to elect Democrats statewide now and in the future.

Ohio is a top tier U.S. Senate pick up opportunity for national Democrats because of retiring Republican incumbents. The battle to save the Senate majority will be fought in Ohio. 2022 offers the chance to take control of the Ohio Supreme Court, make gains under new legislative maps, and win control of state government constitutional including Governor/Lt. Governor, Attorney General, Secretary of State, Treasurer, and Auditor. These opportunities give Democrats in Ohio early and strategic gains in rebuilding the Ohio Democratic Party.

About the Opportunity

The Ohio Democratic Party is seeking a talented, passionate professional to build an elections operation that will reimagine how we connect with, train, support, and activate volunteers and candidates in Ohio. In partnership with the Chair and the Executive team, the Elections Director will lead a highly integrated team of field, training, data, and digital staff responsible for building a volunteer organization that can be maintained cycle to cycle. They will set strategic goals for 2021, 2022, and manage the engagement of multiple in-state entities (County parties, progressive groups, caucuses) candidate campaigns across the ballot, and a variety of local, statewide, and national stakeholders. They will design, manage, and execute a strategic volunteer engagement program around 2021 opportunities like redistricting, municipal races, and lay early groundwork for 2022. Next year will feature a highly-watched, targeted open U.S. Senate race, six competitive constitutional races (Governor/LG, Attorney General, Secretary of State, Treasurer, Auditor), opportunity to flip control in the Ohio Supreme Court, and elect more Democrats with newly drawn Congressional and State Legislative districts.

Qualifications:

- At least two cycles of senior-level campaign experience, particularly related to field programs and/or volunteer-based outreach programs
- Demonstrated ability to hire and manage diverse staff and volunteers remotely using a metrics driven approach
- Demonstrated ability to mediate between and balance the needs of multiple stakeholders
- Ability to work in a fast-paced environment, while remaining detail-oriented and focused on deadlines
- Knowledge of the tactics and tools needed to run an effective voter contact program
- Demonstrated experience drafting and tracking strategic plans and budgets
- General understanding of campaign-finance laws and other applicable federal and state regulations governing state party program
- Strong, applicable skills in leadership development and training tactics

**Core Competencies:**

- Excellent in interpersonal skills and building relationships
- Understanding of Ohio's complex political and demographic realities
- Knowledge of volunteer and paid tactics, and when/how to deploy them effectively and efficiently
- Clear, effective, high-quality writer
- Highly communicative - responsive to internal and external requests, emails, and calls, within reason
- Multitasker - Able to juggle multiple activities yet not lose focus on top priorities or let something slip through the cracks
- Exceptional time management and organizational skills with the ability to manage multiple projects and competing priorities
- Committed to the values and practices of a diverse, equitable, and inclusive workplace with the ability to take feedback and learn
- A passion for training - developing leadership of staff and volunteers is second nature.

Personal Characteristics:

- Passionate and thoughtful about what and how they do work and whom they work with
- Resilient, resourceful, and adaptive to priority shifts and change (big and small)
- Kind but willing to apply soft elbows when needed
- Realistic but positive in outlook, not ego- or turf-driven, able to focus on opportunities when faced with challenges
- Collaborative by nature
- Fully invested in the success of Ohio Democrats

Interested candidates should submit their resume, a detailed cover letter, and one writing sample to HR Director Sarah Ross at SRoss@ohiodems.org. Applicants are encouraged to submit their materials by March 31, 2021.

ODP recognizes that our success requires we be a place where a diverse mix of talented people want to come and do their best work. We are focused on building a staff that is diverse of race, gender, sexual orientation, religion, ethnicity, national origin and all the other fascinating characteristics that make us different. Candidates of color, women, LGBTQI, and more are encouraged to apply.