



**Training 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. The 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 and execute a comprehensive Training Program. The Director will design an innovative program that includes traditional/grassroots organizing, distributed/coalition organizing, and digital mobilization focused on training grassroots volunteers, leaders and county parties. The Training Director will operate as a senior member of the state's Coordinated Campaign leadership team and work closely within the ODP's Organizing Department to ensure campaign wide efficiency of these efforts. Internally, the Director will be responsible for routinely training a large number of staff on many aspects of our growing voter outreach operation. Externally, the Director will work with a variety of instate partners, elected officials, campaigns, key stakeholders, and membership organizations.

Qualifications:

- Design and execute an internal training program to onboard, support and foster professional growth amongst organizing staff
- Design and execute a variety of external training programs for supporters, volunteers, partner campaigns, county parties and organizations to fold in to our larger voter outreach programs as the cycle progresses
- Lead large scale volunteer leadership development programs and pipelines in close coordination with the Organizing Director and Distributed Organizing Director
- Work collaboratively with the Voter Protection and Data teams to design similar internal and external training programs for their programmatic priorities and goals.

Core Competencies:

- 2 to 3 cycles of political campaign experience preferably in voter outreach and/or former training roles
- Comfortable and experienced in public speaking
- Excellent in interpersonal skills and building relationships



- Understanding of Ohio's complex political and demographic realities
- Knowledge of volunteer 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 and a detailed cover letter to HR Director Sarah Ross, sross@ohiodems.org and Coordinated Director, Hilary Barrett, hbarrett@ohiodems.org with subject line Training Director - (Insert Name).

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 and gender expression, 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.