



Deputy Organizing Director

Reports to: Organizing Director

Location: Phoenix, Arizona

Timeframe: Indefinite (Long term position)

The Deputy Organizing Director will manage, and oversee the staff of Project 15/30, a permanent, statewide field program to elect Democrats up and down the ballot in all corners of Arizona. They will create volunteer infrastructure in all 15 counties and 30 LDs in order to strengthen our party and achieve our goals. The Deputy Organizing Director will report to the ADP Organizing Director and work with County/Legislative District Chairs to execute the field plan.

Responsibilities:

- Assist with the hiring, training and development of organizers/regional directors across the state.
- Daily management of a statewide team of organizers/regional directors.
- Take initiative to build trust with and establish recurring communication/coordination with County/Legislative District leadership.
- Ensuring organizers are consistently hitting goals.
- Constantly seek to motivate, problem solve, share best practices, and support the unique needs of each team member through regular check-in/out calls, 1:1 meetings, and team meetings.
- Communicate and contextualize programmatic updates/priorities to the team and share salient programmatic feedback and recommendations.
- Work with the Data team to ensure data integrity.
- Assist Senior Staff and Chair in partner and candidate collaboration.

Skills and Qualifications:

- Must have at least two (2) full cycles of campaign experience
- A creative field organizing vision and eagerness to try new solutions to meet ADP goals.
- Have a mastery level of organizing skills
- Proficiency in VAN
- Must be able to coach all levels of field staff
- Maintain a level demeanor in high stress situations
- Flexibility in execution of all areas of your plan
- Ability to compromise
- Aptitude to give and receive constructive feedback
- Demonstrated management skills that foster team building

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- A commitment to building an inclusive and positive team culture for staff and volunteers.
- Understanding how to say “no” to taking on certain projects
- Keeping a focus on the end goal which is to elect Democrats by using an organization based on grassroots organizing
- Ability to travel frequently thorough-out the state

Expected Outcomes: The expected outcomes section describes the results this person is responsible for achieving in the course of the year.

- Run a metrics based field program
- Increase Democratic voter turnout
- Increase number of people enrolled in vote-by-mail
- Maintain a cohesive field effort among the counties and LDs for non-election year activities
- Develop systems of accountability which analyze productivity and outcomes of field efforts

Salary and Benefits

Salary is competitive and includes medical, vision, and dental insurance benefits at no cost to the employee.

Physical Demands

The physical demands described are representative of those that must be met by an employee to successfully perform the essential functions of this job.

While performing the required duties of this job, the employee is regularly required to talk and hear. The employee frequently is required to sit, stand, walk, kneel, bend, use hands to type; handle or feel; and reach with hands and arms. The position is subject to lifting objects over 50 pounds frequently.

How to Apply

[Apply online](#) or copy and paste the job posting link

https://recruiting.myapps.paychex.com/appone/MainInfoReq.asp?R_ID=4144265

into a browser. No phone calls please!

Arizona Democratic Party, (ADP). The ADP is committed to diversity among its staff, and recognizes that its continued success requires the highest commitment to obtaining and retaining a diverse staff. ADP is an equal opportunity employer, and it is ADP's policy to recruit, hire, train, promote and administer any and all personnel actions without regard to sex, race, age, color, creed, pregnancy, national origin, religion, sexual orientation, identity, or expression, ethnic identity or physical disability, marital or military

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service status including membership in the National Guard, or any other legally protected status. Protected status may also include an individual's marriage to—or association with—someone with any status listed above.