Position: Organizer  
Start Date: Rolling beginning in February 2022  
Location: Will be turfed to a geographic section of Tennessee upon hire  
Reports To: Regional Field Manager, Deputy Organizing Director

Position Summary: Organizers will play a key role in the 2022 TNDP coordinated campaign, Take Back Tennessee. Organizers will recruit and manage volunteers and volunteer team leaders to conduct voter contact including canvassing, phone banking, text banking, letter writing, and more. Our organizers will also support county parties in recruitment and voter contact efforts of their own. Additionally, our organizers will have significant focus on registering new voters throughout 2022. Organizers will get the unique opportunity to work closely with TNDP staff as well as local candidates.

The 2022 Tennessee Coordinated Campaign, Take Back Tennessee, is the inaugural year of the path to turn Tennessee blue. Joining Take Back Tennessee will give staffers the chance to get in on the ground level of making history in Tennessee as well as run an innovative program that is equal parts experimental and strategic. The potential for 2022 includes registering over 200,000 new voters in Tennessee, flipping several seats across the state, pushing more districts into the flippable zone for 2024, and growing our Democratic momentum. This position will require frequent travel and is an in-person position located in Tennessee. Irregular hours including nights and weekends as well as increasing hours are an expectation of the job.

Essential Duties and Responsibilities:

- Be the lead in your turf for voter registration efforts, engaging communities around local issues and elections, and other outreach activities as directed
- Recruit and train volunteers who are vital to the success of the TNDP
- Coordinate local and county events (virtually and in-person) to educate and mobilize voters
- Build relationships and engage with community organizations and local stakeholders
- Leverage digital and field tools to motivate, recruit, and train volunteers and voters
- Provide support to assigned county parties and local Democratic organizations as needed
- Recruit, coach, train and manage volunteer team leaders across the state who are ready to organize their own voter contact actions and take on the management of their own teams of volunteers
- Persuade and mobilize voters for the TNDP’s coordinated slate of candidates
- Use various organizing tactics, including 1:1 conversations, phone calls, texting, and social media engagement to grow our network of action-oriented volunteers
- Enter and track data in VAN
- Monitor and hold self accountable to metric goals daily and weekly

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Printed in house.
● Travel across your turf, sometimes quite a distance, regularly to participate in voter contact, volunteer management, and events as needed
● Independently determine what you need to do in the field to meet your metric goals while also asking for help when you need it
● Other duties as assigned

Preferred Qualifications:
● This is an entry level position, and previous formal campaign experience is not required; however, preference will be given to candidates with organizing experience
● Have access to reliable transportation and a valid driver’s license
● Knowledge and familiarity with NGP/VAN platform and other field/RVP tools is highly desired
● Detailed understanding of Google Suite

Required Qualifications:
● Ability to comprehend and utilize the competing components of a winning campaign including field, fundraising, political, and communications
● Solutions-oriented, creative, and flexible - every day will look different, and it's important to have a positive attitude, be a team player, and find creative solutions
● Excellent written and verbal communication skills
● Ability to communicate clearly and proactively both with staff and with external partners
● Ability to manage multiple projects independently and navigate competing priorities
● Comfortable with technology and learning new tech systems
● Possess a sharp and critical eye for detail
● Resilient, resourceful, and adaptive to priority shifts and change (big and small)
● Have experience working in a fast-paced environment, managing multiple projects at the same time while meeting tight deadlines
● Highly communicative - responsive to internal and external requests, emails, and calls, within reason
● Values and prioritizes diversity, equity, and inclusion and enjoys working with people of diverse backgrounds and cultures
● Believes in and lives out the TNPD’s and DNC’s mission and values

Salary and Benefits: This is a full-time, contracted position through November 15, 2022. This position pays $3,000 per month. Benefits include 100% employer coverage of medical and dental insurance as well as mileage reimbursements and 1 day of PTO gained per month. Staff may not use time off on blackout dates, and applicants are encouraged to inquire about blackout dates and work schedules during the interview process. There is a potential for rent-free supporter housing for the duration of the contract, but this is not guaranteed.
To Apply: Email a current resume to jobs@tndp.org. Include the subject line “Organizer.” In the body of the email, tell us your anticipated start date and why you want to come Take Back Tennessee in 3 sentences or less.

The Tennessee Democratic Party (TNDP), is committed to diversity among its staff, and recognizes that its continued success requires the highest commitment to obtaining and retaining a diverse staff that provides the best quality services to supporters and constituents. The TNDP is an equal opportunity employer and it is our policy to recruit, hire, train, promote and administer any and all personnel actions without regard to sex, race, age, color, creed, national origin, religion, economic status, sexual orientation, veteran status, gender identity or expression, ethnic identity or disability, or any other legally protected basis. The TNDP is committed to providing reasonable accommodations to individuals with disabilities in the hiring process and on the job, as required by applicable law. The TNDP will not tolerate any unlawful discrimination and any such conduct is strictly prohibited.