

2022 North Carolina Democratic Party Coordinated Campaign Deputy Organizing Director- Distributed

The North Carolina Democratic Party ("NCDP") is hiring a Deputy Organizing Director for Distributed Organizing ("DOD") for a large-scale year-round voter contact program. This program will focus on electing Democrats up and down the ballot in the 2022 midterm election. To confirm, this will be a full-time, salary exempt position through November 15th, 2022. The DOD will report directly to the Statewide Organizing Director and the Executive Director.

The DOD will help facilitate the building of activities that generate excitement, knowledge, presence, and votes in their communities. The DOD will assist the Statewide Organizing Director in the supervision of field staff including training and tracking progress to goal. This is not an entry level position; all candidates should possess at least two cycles of campaign experience in statewide or federal electoral campaigns. Travel will be necessary when safe, possession of a valid driver's license and reliable transportation is required.

Responsibilities:

- Manage a team of distributed organizers and a statewide distributed outreach program.
- Maintain relationships with stakeholders and advocate for resources for your team.
- Supervise the planning and execution of departmental goals and metrics.
- Design a virtual volunteer training program curriculum.
- Drive the overall strategy and vision for the state phone and texting programs.
- Set outreach goals for your team, manage your in-state capacity calculator, and hold your team accountable to reaching their goals.
- Devise a reporting structure for distributed metrics for your team to share with leadership.
- Supervise, manage, and train team members, leadership, field organizers and volunteers on voter and potential voter contact methods using the latest distributed organizing skills or tactics.

Qualifications:

- Work hours vary from standard office hours and include weekends. This is an exempt, salaried, management position.



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- Must possess strong written and oral communication skills
- Previous campaign field management experience preferred.
- Proven ability to meet voter contact and recruitment goals.
- Experience supervising, managing, and directing state campaign employees.
- The ideal candidate has strong organizing skills, has managed a team or large volunteer program in the past, and is comfortable with predictive dialer technology, such as Thru Talk/Live Vox and VPB Connect, texting tools, such as Thru Text and Spoke.
- Some experience putting together a volunteer training program curriculum virtually and using digital tools to manage your volunteer network.
- The ability to be scrappy when it comes to solving problems and using the resources you have already available to you.
- 2+ cycles of community, issue, labor, political or campaign management experience
- Work hours vary from standard office hours and include Saturdays.
- Have your own reliable transportation.
- Successful experience working with teams representing a rich mix of talent backgrounds, and perspectives.
- An excitement to meet people from your community and forge meaningful relationships with them.

How to apply:

Applications can be sent in via email, to jobs@ncdp.org. All applications must include the following items to be considered:

- Cover letter: should showcase your interest in this position and highlights your unique skill set(s) and qualification(s).
- Resume
- Writing sample; should be from professional experience
- Salary requirements
- References; at least 2-3 professional contacts

All applications should be emailed to jobs@ncdp.org. Please only list the words "Coordinated Campaign Deputy Organizing Director- Distributed" in the subject line. If you have specific questions about this opening, please email Operations Director, Erin Pfingston (erin@ncdp.org). Applications that are improperly submitted will not be accepted; this position will remain open until filled.



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NC Democratic Party Benefits:

Salary is commensurate with experience.

In addition to base salary, all full-time (30 hours or more) 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.

EEOC Statement:

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 identify or gender expression.



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