



MAJORITYPROJECT
2023

Job Description: Majority Project Field Organizer

The Majority Project, Virginia's coordinated operation for the 2023 state legislative races, is seeking talented candidates to work as Field Organizers on top-targeted state House and Senate campaigns. We are looking for passionate, hardworking individuals who are committed to electing Democratic candidates for both the House of Delegates and the State Senate and are ready to play a pivotal role in this year's most contentious elections.

Role Overview

Field Organizers will serve as the public face of the campaign in their assigned district, and will work with their Field Director and campaign to execute a voter outreach program. This will include (but is not limited to) voter ID, door-to-door canvassing, volunteer recruitment, volunteer training, and relational organizing. Field Organizers should be self-motivated, solutions-oriented, and passionate about being part of a diverse group of staff and volunteers. No prior campaign experience is necessary for this role, though candidates with demonstrated experience in politics, organizing, or issue advocacy will receive extra consideration.

Role Responsibilities

- Participate in direct voter contact, such as canvassing, phone banking, and text banking
- Recruit, train, and manage volunteers to participate in voter contact programs such as canvassing, phone banking, text banking, and relational programming
- Organize volunteer events such as canvasses, phone banks, text banks, and relational programming
- Meet weekly and monthly goals for assigned turf, and track progress through said reporting systems
- Assist in office management for campaign

Required Skills & Qualifications

- Strong interpersonal skills and ability to effectively and clearly communicate
- Strong organizational skills and the ability to multitask and prioritize projects while working on a deadline
- Flexible, adaptable, team player with a solutions-oriented mindset
- Commitment to equity, diversity, and inclusion in working with fellow staff and volunteers
- Access to a smartphone and laptop, and comfortable with technology including SMS, voter databases, and social media
- Access to a vehicle, as well as a valid driver's license
- Ability to work non-traditional hours, including evenings and weekends closer to the election



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This is a full time position with the Democratic Party of Virginia, and is expected to conclude after Election Day 2023. Field Organizers will be paid hourly at a rate of \$16.12 per hour. Overtime is paid at 1½ times the hourly rate (\$24.18) per hour for every hour worked over 40 hours in a single work week. Hours are expected to increase as we approach Election Day. The Field Organizer position cannot be required to work more than 55 hours through the end of August, 66 hours for the month of September, and 68 hours starting in October through Election Day. The position will include medical, dental, and vision insurance, as well as life insurance, short-term and long-term disability. This is a bargaining unit position and is represented by Local 0666 of IBEW.

This role will be based in person in Virginia, and the ability to work remotely will not be available.

Application

Applicants will be considered on a rolling basis. To apply, submit your resume [here](#). Select **Field Organizer** in the drop down.

Equal Opportunity/Diversity Policy: The DPVA prohibits discrimination of employment, promotion, compensation, terms, conditions, or privileges of employment on the basis of gender, disability, race, age, national origin, color, creed, sexual orientation, sex (including marital and parental status), gender identity and expression, religion, economic status, ethnic identity, veteran's status, or any other basis prohibited by applicable law. This policy covers all programs, services, policies, and procedures of the DPVA, including opportunity for employment and treatment as a DPVA employee. The DPVA is an equal opportunity employer and will comply with all applicable laws prohibiting discrimination in employment. DPVA's equal opportunity policy covers all programs, services, policies, and procedures of the DPVA, including opportunity for employment and treatment as a DPVA employee, as well as opportunities for Consultants to contract with the DPVA. The DPVA is committed to building a staff that reflects the diverse communities that makeup our country and the Democratic Party. Working towards the goal of a diverse DPVA, our policy extends to both Staff and Consultants.