



## Job Description: Community Organizing Director

**The Maryland Democratic Party is seeking an experienced Community Organizing Director to oversee our community organizing efforts.**

As the Community Organizing Director, you are responsible for crafting, managing, and executing the statewide community organizing plan. You will plan and lead the implementation of a variety of tactics to build volunteer capacity and develop leadership among core constituency groups. You will be responsible for conducting community-to-community voter contact (e.g. bilingual Spanish canvassing) through both traditional methods and through innovative friend-to-friend / relational organizing tactics. You will organize communities and connect them to our field & digital organizing programs — this is not a solely political position. You will work with the Organizing Director, the Digital Organizing Director, and the Deputy Organizing Directors to craft a cohesive voter contact program across all departments.

This position is based in Largo, Maryland, and reports directly to the Coordinated Director.

### **Responsibilities:**

- Craft and Implement the statewide community organizing plan to turn out core constituency groups (i.e. Latinos, AAPI, African Diaspora, students, etc.) for Angela Alsobrooks and Democrats up and down the ballot through traditional voter contact and friend-to-friend / relational organizing;
- Develop quantitative and qualitative metrics and provide consistent reports to senior leadership on goals and trends;
- Oversee our campus organizing efforts and campus organizers;
- Conceive and execute regular training for organizing staff and volunteers;
- Hire and manage a Community Organizing Program Manager and Community Organizers
- Coordinate with organizing and field directors from aligned campaigns and organizations to maximize volunteer output;
- Other duties as assigned.

### **Qualifications:**

- At least two cycles of successful (community) organizing or political experience with management experience preferred;
- Strong commitment to Democratic values and enthusiasm for electing Angela Alsobrooks and Democrats up and down the ballot;
- Spanish language proficiency is a strong plus;
- Proficiency in VAN/VoteBuilder;
- Experience with a variety of campaign technologies including a relational organizing app;
- You love building team culture - setting structures, creating new traditions, and building team identity;
- You're eager to manage a diverse team with different experiences and perspectives and committed to helping them grow and succeed;

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- You are a relationship builder - you make friends everywhere you go and are ready to build successful meaningful relationships with your team and relationships in the communities you are organizing;
- You are goal-oriented and self-disciplined; able to meet tight deadlines and multitask;
- You thrive in fast-paced ever-changing environments and eat new priorities for breakfast.
- A creative mindset and an eagerness to try new things;
- A proactive mindset – always thinking about who else can be brought into the fold;
- Ability to work long and irregular hours, including nights and weekends;
- You have access to reliable transportation and are willing to travel frequently.

**Employment Type:** Full-time

**Compensation:** Salaried position of \$7,500 to \$8,500 per month based on experience with full benefits including health, dental, vision and PTO. This position's schedule will vary based on the needs of the campaign and will require evening and weekend work over the course of the election cycle. Housing will not be provided. This position is at-will employment.

**Anticipated Start Date:** ASAP

**Location:** Largo, Maryland

**To apply, please fill out this form:** <https://forms.gle/kTz62fPdjUHEndsu7>

Note: This job description is intended to provide a general overview of the position. Duties, responsibilities, and qualifications may be subject to change based on campaign needs and priorities.

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