



## Job Description: Regional Organizing Director

**The Maryland Democratic Party is seeking experienced Regional Organizing Directors to oversee our field organizing efforts.**

As a Regional Organizing Director, you are responsible for managing and executing the statewide organizing program in your region. You will lead the implementation of a variety of tactics to build capacity, develop leadership, and meet voters all over your portion of the state. You will collaborate with the other regional organizing directors to identify challenges facing organizers and develop solutions to help staff grow and excel.

This position is based in one of our regional offices and reports directly to a Deputy Organizing Director.

### **Responsibilities:**

- Recruit, hire, train, and manage a team of field organizers to meet voter contact and capacity-building goals;
- Develop regional strategies and systems that lead your team to successfully meet daily and weekly organizing metrics, as well as maintain data integrity;
- Build and maintain political relationships with local leaders in your region to increase buy-in and trust in the coordinated campaign at large;
- Ensure that all staff in your region are trained on the technical aspects of the job, and coached on how to do their job better daily;
- Keep your team focused and motivated in a high-stress, rigorous work schedule and environment;
- Adhere to stated deadlines and maintain effective communication with state leadership;
- Other duties as assigned.

### **Qualifications:**

- At least one cycle of organizing experience and with some experience managing, preferred;
- Strong commitment to Democratic values and enthusiasm for electing Angela Alsobrooks and Democrats up and down the ballot;
- Proficiency with VAN, preferred;
- 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;
- 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 \$5,500 to \$6,000 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:** Various regional offices across Maryland

**To apply, please fill out this forum:** <https://forms.gle/ygMMmZfYVHxtHpr97>

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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