



Job Description: Deputy Organizing Director

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

As a Deputy Organizing Director, you are responsible for managing and executing the statewide organizing program in your regions of the state. 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 deputy organizing director and your regional organizing directors to identify challenges facing organizers and develop solutions to help staff grow and excel.

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

Responsibilities:

- Implement the statewide organizing plan to turn out Democratic and Democratic-leaning voters across Maryland through doors, phones, texts, and other means;
- Develop quantitative and qualitative field metrics and provide consistent reports to senior leadership on goals and trends;
- Manage regional organizing directors to build up a strong volunteer program, conduct voter contact, and host events in their regions.
- Develop strong relationships with local party leaders, grassroots organizers, and key activists;
- Work directly with the Training & GOTV Director to conceive of and execute regular training for organizing staff, paid interns, and volunteers - including in alignment with DNC grant requirements;
- Coordinate with organizing and field directors from aligned campaigns and organizations to maximize volunteer output;
- Build and implement systems and structures to lead organizers to successfully meet daily, weekly, and phase goals for capacity building and voter contact, as well as maintain data integrity;
- Other duties as assigned.

Qualifications:

- At least one cycle of successful organizing at the regional organizing director or field director level with experience managing multiple paid staffers;
- Strong commitment to Democratic values and enthusiasm for electing Angela Alsobrooks and Democrats up and down the ballot;
- Proficiency in VAN/VoteBuilder;
- Experience with a variety of campaign technology;
- 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 \$6,500 to \$7,000 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: Largo, 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.

MDP 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 MDP, including opportunity for employment and treatment as a MDP employee. MDP is an equal opportunity employer and will comply with all applicable laws prohibiting discrimination in employment. MDP's equal opportunity policy covers all programs, services, policies, and procedures of the MDP, including opportunity for employment and treatment as a MD Dem employee, as well as opportunities for Consultants to contract with the MDP. MDP is committed to building a staff that reflects the diverse communities that make up our country.