



Washington State Democrats
Job Description- Field Director

The Field Director will build an innovative, data-driven voter mobilization program through the implementation of a statewide, direct voter contact effort. The Field Director should be skilled in managing multiple, competing priorities simultaneously and while maintaining a sharp focus on details.

The person in this position will be expected to work irregular hours, including nights and weekends, and must have access to a laptop and reliable car transportation. The Field Director will report to the Coordinated Campaign Deputy Director and collaborate with the entire Party team. Salary range is \$72,000 to \$74,400/year with comprehensive health care, vision and dental coverage, 401K, and mileage and phone reimbursement. The position is part of a union collective bargaining agreement and is a full-time position that will run through December of 2020.

This position will:

- Develop, implement, and execute a robust outreach plan and data-driven field plan encompassing voter contact, volunteer recruitment, grassroots development, and local candidate recruitment
- Directly manage, coach, and train a team of regional field directors and all field staff in Washington State.
- Create clear, transparent processes for voter contact goal construction, accountability, and reporting for all field staff
- In cooperation with the Data Director, create rigorous standards for data collection and use within the NGP/VAN platform
- Organize at the “grasstops” level to build political leads and expand political relationships
- Promote leadership at every level of the volunteer base, with an eye towards building sustainable and permanent grassroots activism
- Help create a professional staff culture that is upbeat and empowering, with a mind towards greater inclusion, a customer-service attitude, and willingness to solve problems creatively
- Grow our network of supporters and volunteers through various tactics, including 1:1 meetings, phone calls, and texting
- Develop and maintain strong, trusting relationships with local party leaders and activist groups
- Coach, train, and mentor regional field organizers on effective staff management, effective campaign strategies including but not limited to recruitment, door-to-door canvassing, and other necessary field tactics

Requirements:

- 3+ years experience on statewide or competitive electoral campaigns with demonstrated experience of managing and coaching a successful field team in, a support role preferably in a political environment
- Possess a strong knowledge of the structure and workings of the Democratic Party in the state of Washington
- Have experience managing large scale projects
- Be resourceful and able to solve problems on one’s own
- Excellent data and analytical skills
- Excellent written and verbal communication skills. Ability to communicate clearly and proactively both internally and with external partners and vendors
- Has a background in promoting equity and inclusion within a staff team
- A passion for social justice and a commitment to Democratic Party values
- A friendly and professional member-first demeanor
- Ability to manage multiple projects independently

- Proficiency in MS Office, including Microsoft Word and Excel, experience with NGP VAN, and social media tools
- Detail oriented and comfortable working in a fast-paced office environment

This position will remain open until the position is filled. To apply please send your resume to Chris@wa-democrats.org, along with a brief description of what interests you about the position. The Washington State Democratic Central Committee provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability or genetics.