



Voter Protection Poll Watching Manager, Democratic Party of Georgia

We seek a talented individual to run and manage our year-round, statewide poll watching program and provide support to the Voter Protection Director. By November 2020, we aim to have experienced and effective poll watchers in every one of our priority precincts across the state, with an express focus on Democratic strongholds, majority-minority districts, and locations with a track record of voter suppression issues. Our right to vote is fundamental to all that we hope to accomplish; the Poll Watching Manager is a crucial role that will help protect free and fair elections, hold local elections officials accountable to voters, and provide the party with critical information and data.

What You'll Do

As our Voter Protection Poll Watching Manager, you will be expected to:

1. Manage a year-round, statewide poll watching operation staffed entirely by volunteers.

- Execute and improve upon current comprehensive poll watching plan which leverages both accredited poll watchers and outside poll observers. Develop goals for the poll watcher program for each election cycle and adjust trainings, materials, and procedures over time to meet evolving needs.
- Scale up program through strategic precinct prioritization and assignments. Understand the laws, rules, and restrictions involving poll watching, and be able to identify and address issues that may affect the program. Ensure that all programs, deliverables, and experiences are on time and of high quality.
- Recruit and train over 3000 diverse poll watcher volunteers from across the state. Prepare and draft materials to engage them in the program and adequately prepare them for the scenarios they are likely to encounter.

2. Design and maintain strong data practices

- Administer LBJ, VAN/Votebuilder, Google Forms and other database tools to track issues, volunteers, and voters.
- Ensure that all volunteers and staff are properly utilizing databases and that their reports are timely, accurate, and escalated appropriately.
- Develop regular review processes to monitor reports, ensure all voter issues have been resolved, and aggregate and escalate trends. Incorporate findings into future poll watcher programming and materials and Voter Protection strategic initiatives where appropriate.

3. Support the Voter Protection Boiler Room on Election Days



- Support the Voter Protection Boiler Room on Election Days, making sure that voters' issues are thoroughly documented, resolved where possible, and escalated and aggregated where appropriate.
- Prepare materials for boiler room county captains that allow them to seamlessly liaise with poll watchers on the ground.

4. Support strong relationships with county-level elections officials and partners

- Cultivate strong relationships, either directly or via conduit, with county-level elections officials to advance proactive improvements to voting, respond to threats, and resolve issues for individual voters.
- Coordinate the collection and documentation of information on local voting practices, including polling locations, early voting sites, and vote by mail rules.
- Execute a test provisional ballot chase program with support of county partners, ensuring it is ready to be enacted if necessary.

5. Support the Director's Voter Protection initiatives

- Where requested, assist the Director research and develop proactive strategies to expand access to the franchise, as well as identify potential threats to the franchise and support the mobilization of a coordinated response within the Party.

Who You Are

We are seeking someone who, at their core, is fueled by the satisfaction of fighting for justice. You should be an organizer or political operative, eager to build an army of people who together will create meaningful change. Additionally, you should be or have:

- A strong, data-driven organizer and/or political operative: Demonstrated ability to stand up large-scale, diverse volunteer organizations that effectively deliver results by motivating and holding volunteers accountable for their goals. Adept at using data to inform strategy development, monitor progress to goal, and report on and analyze outcomes, including familiarity with VAN/Votebuilder, LBJ, Excel, and other tools.
- Superb project management skills: Demonstrated excellence in developing and leading the execution of multiple, complex projects simultaneously. Able to spot issues ahead of time, creatively resolve them, and keep the team on track to meet its goals.
- Self-starter who is highly skilled at managing up. The ideal candidate knows how to leverage limited manager or leader time to get the information needed to move decisions, and the work, forward.



- Strong lens and judgement on issues of race and equity: Clearly and consistently articulates a sophisticated understanding of racial equity and structural racism as it relates to the work we do and how we operate internally at the Democratic Party of Georgia. Organizes from a racial justice perspective, with emphasis on voter suppression's disproportionate impact on communities of color.
- Commitment to Democratic values and electing Democrats in Georgia.
- Preferred: A strategically-minded attorney: Possesses strong legal analysis and issue spotting skills. Experience using the law to advance the goals of your client. Creative problem-solver who sees the opportunity for novel interpretations and challenges to existing, as well as interest and ability to propose new, regulations.

Application and Interview Procedure:

To apply, please email your resume, a cover letter, and a list of three (3) references to Saira Draper at Saira@GeorgiaDemocrat.org. This role will be open to apply until the position is filled.

The DPG believes our diversity on staff is our strength and we encourage individuals with diverse backgrounds—including race, ethnicity, religion, gender, marital status, parenting status, sexual orientation, age, national origin, disability or veteran status—to apply.