



Washington State Democrats Coordinated Campaign

Job Description - Regional Field Director

Position: Regional Field Director

Location: Various Locations, WA

The Regional Field Director will build an innovative, data-driven voter mobilization program through the implementation of a statewide, direct voter contact effort. The Regional 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 Regional Field Director will report to the Coordinated Campaign Field Director and collaborate with the entire Party team. The salary for this position is \$51,600/year with comprehensive health care, vision and dental coverage, mileage, and phone reimbursement. The position is part of a union collective bargaining agreement and is a full-time position that will run through November of 2020.

This position will:

- Directly manage, coach, and train a team of field organizers in Washington State
- Organize at the “grasstops” level, building political leads and early Neighborhood Team prospects
- Implement and execute a robust outreach plan and data-driven field plan encompassing voter contact, volunteer recruitment, grassroots development, and local candidate recruitment
- In cooperation with the Data Director, utilize rigorous standards for data collection and use within the NGP/VAN platform
- Promote leadership at every level of the campaign, 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

Minimum Experience & Skills

- 2+ cycles experience on statewide or competitive electoral campaigns with demonstrated experience of managing and coaching a successful field team
- Expertise with NGP/VAN platform
- 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.