



DFL RURAL ORGANIZING DIRECTOR

Updated: December 15, 2020

The Minnesota DFL Party seeks a Rural Organizing Director for the 2021-2022 campaign cycle. We are looking for someone that has a demonstrated ability to **develop local leaders** over time, use **grassroots organizing to build community power**, understand issues impacting small-town and rural communities, experience organizing with people most impacted by this economic downturn, enthusiastic about traveling and meeting new people (when safe), and excellent communication skills.

Responsibilities:

- Design and implement a relational organizing voter contact program with concrete metrics for success with the goal of increasing the DFL voter share in Greater and Rural MN in 2022 and beyond.
- Pursue opportunities in local elections in rural Minnesota in 2021 that will help us continue to build relationships and organize even in the off year of 2021.
- Identify and partner with grassroots leaders and organizations in rural MN to build collective energy around electing Democrats.
- Identify and train grassroots leaders that can assemble local teams and/or coalitions that will build towards the election in 2022 -- this means doing direct voter outreach like knocking on doors, making phone calls, and building friend to friend and farm to farm outreach programs.
- Organize DFL visibility and political events that will continue to elevate the DFL's presence in Rural Minnesota.
- Other duties as assigned by leadership of the DFL.

Required Skills and Qualifications

- Demonstrated ability to use grassroots organizing to build community, develop leadership, and contest for power with leaders who are most impacted by inequity. Demonstrated ability to build and maintain relationships with volunteer leaders over multiple years.
- At least 3 years of community organizing experience. We recognize that rural organizing is desperately under-resourced and that the majority of rural work is done on a volunteer basis.
- Stellar personal organization skills and attention to detail. If your calendar is always up-to-date and your notes are color-coded, we want to talk to you! There's a lot to keep track of in this role and nothing can fall through the cracks.



- Strong public speaking, written and verbal communication, and group facilitation skills. Staff often present to groups, facilitate strategy sessions, lead workshops and trainings, write up stories about local organizing and action opportunities in email newsletters to our members, and start challenging conversations with our member groups.
- Resourceful. A successful Rural Organizing Director would be able identify opportunities and resources to best support our members, isn't afraid to ask for help, and enjoys building relationships with unsuspecting allies.
- Skills and experience proactively setting priorities and goals, self-managing, problem-solving, and working independently to achieve shared organizational goals. Proven ability to complete high-quality work on shared timelines and operate in a fast-paced environment.
- Confidence using VAN (Voter Activation Network), word processing, spreadsheet, and Google Suite applications.
- Demonstrated commitment to electing Democrats up and down the ballot.
- Must be able to drive.

This is a mid-level position reporting to the DFL's Political Director.

Other information:

This position will be remote, and will organize virtually while the pandemic prohibits in-person work. When it is safe to go back into offices and you are located near a DFL office, we expect staff to be working out of those offices. This position lasts through November 18, 2022. Frequent in-state travel and long hours will be required. The Rural Organizing Director must have a valid driver's license and reliable access to a car. Employees of the DFL are paid on a bi-weekly basis and receive a competitive benefits package including health care and dental.

To apply please send a resume, one-page cover letter and 3-4 references to Alyse Maye Quade at amayequade@dfi.org by **5pm on January 8th**. Please put "Rural Organizing Director" in your subject line.

Diversity and Inclusion:

The Minnesota DFL is an equal-opportunity employer. The DFL Party is committed to including groups historically underrepresented due to race/ethnicity, religion, age, gender identity, sexual orientation, and/or ability. We strongly encourage members of underrepresented and marginalized communities to apply.

Voluntary Self-Identification Information (OPTIONAL)



Consistent with the DFL Party's commitment to including groups historically under-represented in the DFL Party's affairs, by virtue of race/ethnicity, age, sexual orientation, or disability, we encourage members of underrepresented groups to seek jobs within the DFL Party. To help in this effort, we ask applicants to complete this self-identification form. Completion of this information is voluntary and is not a requirement of employment. This information will not affect the decision regarding your application for employment. This information will be kept confidential.

Gender Identity:

Select one or more groups that fit your identity:

- African American
- Asian/Pacific American
- Hispanic or Latino
- LGBTQ+
- Native American
- Person with Disability
- Veteran
- White or Caucasian