



STATEWIDE ORGANIZING DIRECTOR

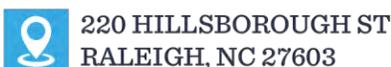
The North Carolina Democratic Party is hiring an Organizing Director for a large-scale, year-round voter contact program to elect Democrats up and down the ballot in 2022. This is not an entry level position. The Organizing Director will be responsible for designing, managing, implementing, and executing the field program objectives across the state. The ideal applicant has campaign or political experience, works well in a fast-paced environment, and has a commitment to electing progressive candidates. The Organizing Director will work in close coordination with the Executive Director. This is a full-time salary exempt position based in Raleigh, North Carolina. Travel will be required when safe, possession of reliable transportation is required.

Responsibilities will include:

- Assisting in the hiring and placement of organizing staff throughout the state
- Training and supervising organizing staff throughout the campaign cycle, while implementing clear benchmarks and accountability measures
- Designing and implementing field, voter contact, and training programs
- Work to build local grassroots volunteer teams that will then engage in direct voter contact, volunteer recruitment and retention.
- Facilitating tiered canvass programs
- Working with Party's data director to analyze data and track progress of field programs
- Coordinating with organizing directors of statewide campaigns and caucus programs
- Preparing weekly reports for the Executive Director and State Chair
- Building and leveraging key relationships on the ground across the state
- Leading internal communications with organizing staff
- Work to elect all Democrats up and down the ticket.
- Work to develop strong relationships with local stakeholders and constituency groups, including county party leaders and members, local grassroots organizations and activists, and partner and ally groups.
- Meet or exceed metrics-based goals for volunteer recruitment & retention as well as direct voter contact.
- Be a representative of the Democratic Party of the North Carolina Democratic Party and our policies, including neutrality as directed.
- Other duties as assigned.

Qualifications and Requirements:

- Bachelor's degree or equivalent relevant work experience;
- Proficient in voter database systems, such as NGP-VAN, and Office Suite;
- Previous campaign field management experience required; ability to meet voter contact and recruitment goals;
- A minimum of 3-5 years of relevant community or political organizing/advocacy experience required; 2 in a leadership position;
- An independent thinker, self-motivated, problem solver, and team player, with a commitment to excellence;



220 HILLSBOROUGH ST
RALEIGH, NC 27603



TEAM@NCDP.ORG
919.821.2777



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@NCDEMPARTY

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- Have strong organizational skills, and ability to stay focused with attention to detail;
- Experience with social media, online organizing strategies, and content development a plus;
- Staff management and volunteer training skills required;
- Must be a strong leader able to inspire and motivate candidates and staff;
- Reliable transportation required for frequent travel up and down state.
- Excellent speaking and writing, and analytical skills. Able to translate complex policy into clear and actionable language in person and on paper;

Language and Communication Skills:

- Strong public speaking, writing, and analytical skills;
- Excellent interpersonal and relational skills;
- Experience supervising and training organizers strongly preferred;
- Must be able to meet deadlines, be responsive, stay organized, attention to detail, and demonstrate excellent communication skills;
- Read, comprehend and write general instructions, professional correspondence, and memos;
- Ability to collaborate and participate in complex decision-making processes;
- Effectively present information in one-on-one and group situations;
- Analytical approach to problem-solving.

Other Skills and Abilities:

- An independent thinker and problem-solver, a planner who is also self-motivated and a team player;
- Support the NCDP's goal to take to win the US Senate seat in 2022, make gains in the General Assembly, and protect our courts
- Ability to meet multiple shifting deadlines and priorities with nimbleness and flexibility while maintaining a perspective on long-term goals.

NCDP offers all employees a full benefits package (medical, dental, vision, life, and disability) covered by the employer at 100%. This is a full-time salary exempt position, that will remain open until Friday, June 25th, 2021. Applications submitted after the deadline will not be accepted.

To apply please send a cover letter that 1) showcases your interest in this position and 2) highlight your unique skill sets and qualifications. Please also include your resume, writing sample (your discretion), salary requirements and 2-3 professional references. All applications should be emailed directly to jobs@ncdp.org. Please only list the words "Organizing Director" in the subject line. If you have any questions, please email the Operations Director (erin@ncdp.org). Applications that are improperly submitted will not be accepted. This position will remain open until filled.



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