



FIELD ORGANIZERS

The North Carolina Democratic Party (NCDP) is hiring top-quality Field Organizers for its groundbreaking legislative program to take back the Majority in the State House and State Senate. NCDP's grassroots infrastructure works to energize and empower local communities in order to deliver victories for Democrats in November.

Field Organizers will be responsible for various tasks focused on community engagement and capacity building. Organizers should be high energy, flexible, passionate, and willing to take on demanding work. Candidates with experience building coalitions among diverse groups of people and experience working with volunteers preferred. Field Organizers report directly to a Regional Field Director.

Salary is highly competitive and commensurate with experience.

Responsibilities include but are not limited to:

- Recruiting, training and managing interns, team leaders, and volunteers and expanding the volunteer network
- Planning and managing voter contact events; phone banks, text banks and canvasses
- Knocking on doors and make phone calls
- Working with local leaders, county parties, and progressive partners to coordinate community events and volunteer activity
- Amplifying the message and creating online communities using digital platforms and tools

Preferred Skills and Background:

- Experience working for or volunteering on political campaign
- Great time management and organization skills. Ability to manage and juggle competing priorities
- Excellent listening skills and ability to communicate effectively both in writing and verbally
- Background in managing teams, holding individuals accountable to goals and coordinating between multiple stakeholders
- Ability to work in a fast paced, metrics- driven work environment
- Enthusiasm for Democratic politics and a positive, solutions-oriented attitude
- Valid driver's license and reliable transportation

TO APPLY:

You can apply to all positions at the link here: <https://www.ncdp.org/work-with-us/>

Diverse candidates and native North Carolinians are highly encouraged to apply.

The NCDP is an equal opportunity employer and prohibits discrimination of employment, promotion, compensation, terms, conditions, or privileges of employment on the basis of gender, disability, race, age, national origin, color, creed, sexual orientation, sex (including marital and parental status), gender identity and expression, religion, economic status, ethnic identity, veteran's status, or any other basis prohibited by applicable law.



REGIONAL FIELD DIRECTORS

The North Carolina Democratic Party (NCDP) is hiring top-quality Regional Field Directors for its groundbreaking legislative program to take back the Majority in the State House and State Senate. NCDP's grassroots infrastructure works to energize and empower local communities in order to deliver victories for Democrats in November.

Regional Field Directors will be responsible for coaching and managing a team of field organizers to hit data-driven organizing metrics. Regional Field Directors should be positive, solutions-oriented, willing to take on demanding work and capable of motivating a diverse team of Field Organizers. Candidates with experience developing accountability systems and using creativity to overcome organizing challenges are preferred. Regional Field Directors report to the Deputy Field Director.

Salary is highly competitive and commensurate with experience.

Responsibilities include but are not limited to:

- Executing the statewide strategy within your geographic region
- Motivating and managing of a team of organizers on a daily basis to consistently hit voter contact and volunteer recruitment goals; ensure quality data entry
- Training organizers on our statewide program including technical aspects of the job, and work with the Deputy Field Directors to design and execute regional training materials
- Overseeing timely and accurate reporting by all your staff
- Working with state leadership to implement communication and digital strategy in your region

Preferred Skills and Background:

- 1 to 2 cycles of campaign organizing experience
- Strong interpersonal skills and ability to effectively and clearly communicate with different types of stakeholders, from high level elected officials to grassroots activists
- Experience training and coaching paid staff and/or volunteers
- Strong interpersonal skills and ability to effectively and clearly communicate with different types of stakeholders, from high level elected officials to grassroots activists
- Ability to communicate priorities and needs up to HQ and down to Field Organizers
- Great organizational and communications skills with a consistent commitment to follow through
- Ability to work in a fast paced, metrics- driven work environment
- Passion for Democratic politics and a positive, solutions-oriented attitude
- A valid driver's license required and reliable transportation

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Operations Director

The North Carolina Democratic Party (NCDP) is hiring a top quality, experienced Operations Director for its groundbreaking legislative program to take back the Majority in the State House and State Senate. NCDP's grassroots infrastructure works to energize and empower local communities in order to deliver victories for Democrats in November.

Responsibilities include but are not limited to:

- Managing budget process; reconciling and tracking the budget
- Implementing GOTV operations
- Supporting field staff and ensure organizers have resources they need to hit goals
- Developing systems for day-to-day field operations, including but not limited to supply procurement and tracking, office lease tracking, regional budget tracking. Collaboration with outside vendors (printer, phone, internet, landlord, etc)
- Tracking federal and/or non-federal spending

Preferred Skills and Background:

- 1 + cycles of electoral organizing experience
- Advanced office and/or budget management experience
- Advanced knowledge of Excel and Google Suite
- Experience in managing and tracking budgets, supply orders, and office inventory
- Ability to be collaboratively with partner organizations and stakeholders, complete projects under tight deadlines, in a fast paced metrics- driven work environment
- Passion for Democratic politics and a positive, solutions-oriented attitude
- A valid driver's license required and reliable transportation

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Deputy Field Director

The North Carolina Democratic Party (NCDP) is hiring a top quality, experienced Deputy Field Director for its groundbreaking legislative program to take back the Majority in the State House and State Senate. NCDP's grassroots infrastructure works to energize and empower local communities in order to deliver victories for Democrats in November. The Deputy Field Director will report directly to the Field Director.

Responsibilities include but are not limited to:

- Creating and implementing strategies and systems that lead your regions to successfully meet daily and weekly organizing goals
- Coaching Regional Field Director to problem solve and manage organizers on daily basis, in a remote environment
- Collaborating with the Field Director to develop tactics, trainings, and programs to support the statewide organizing team
- Working effectively with other departments to facilitate communication, feedback, and support structures for organizing team
- Communicating priorities and needs to HQ staff as well as down the chain to Regional Field Directors and Field Organizers
- Developing systems to consistently meet daily and weekly metric goals in your regions; ensuring data quality

Preferred Skills and Background:

- At least two or three cycles of campaign organizing experience, at least one or two cycle of paid staff management
- Strong interpersonal skills; strong sense of self-awareness
- Comfortable with managing staff from metrics; has a history of meeting campaign goals
- Working knowledge of VAN/Votebuilder and other campaign technology platforms
- Ability to work in an intense environment and meet tight deadlines in a fast paced, metrics-driven work environment
- Passion for Democratic politics and a positive, solutions-oriented attitude
- A valid driver's license required and reliable transportation

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