

North Carolina Coordinated Campaign Organizer

The 2024 North Carolina Democratic Coordinated Campaign is seeking experienced Campaign Organizers to bring together communities of supporters across North Carolina in 2024. We are looking for passionate, hardworking individuals who are committed to building the grassroots turnout operation needed to re-election President Biden and win elections up and down the ballot for Democrats in November 2024. Organizers are assigned to work assignments focused on either traditional field organizing, or digital engagement; work assignments will be determined throughout the interview process.

This position will report to the Regional Organizing Director. The role requires in-person work in North Carolina. This is a full-time temporary role through the 2024 election cycle that will end November 15, 2024. This is a CWG bargaining unit position.

Job Description

- Recruit and train fellows and volunteers to conduct direct voter contact.
- Coordinate volunteer events that connect with voters in a meaningful way and grow our team of core volunteers and supporters.
- Utilize a number of tactics and tools to hit daily and weekly metric goals including but not limited to phone recruitment, texting, high traffic canvassing, canvassing and tabling.
- Recruit and train volunteer leaders to execute a large scale GOTV.
- Other responsibilities as assigned.

Work Assignments

Field:

- Engage with in-person community to create a relentlessly visible campaign.
- Recruit volunteers from in-person events, online sign-ups, phone calls, and texts.
- Train volunteers to have high impact conversations, share stories and messaging, and take on leadership.
- Support and lead in-person action such as office events, house meetings, canvasses, phone banks, letter writing, themed messaging events, and high traffic canvassing.
- Set and exceed goals for volunteer recruitment and retention, as well as voter contact.
- Track, follow up, and coach volunteers who engage online to collect feedback.

Engagement:

- Engage with the community in their turf to create a relentlessly visible campaign online.
- Implement digital and relational organizing tactics, including virtual voter contact events.
- Support in-person action such as office events, house meetings, canvasses, phone banks, letter writing, themed messaging events, and high traffic canvassing.

- Identify and engage with existing online communities to recruit volunteers, build relationships, and foster connection with the campaign.
- Train volunteers on how to utilize online networks to organize for the campaign.
- Provide digital content, messaging guidance, and training to volunteers to be effective messengers for the campaign online and strategically engage their networks.
- Regularly connect with supporters and volunteers in their respective digital community as well as meeting and recruiting supporters in-person to cultivate a culture of ongoing engagement.
- Set and exceed goals for volunteer recruitment and retention, as well as voter contact.
- Track, follow up, and coach volunteers who engage online to collect feedback on interactions, comments, and conversations.

Preferred Skills & Qualifications

- Previous campaign experience as staff or volunteer preferred but not required.
- Local ties and experience organizing core communities is a plus.
- Willingness to work in the field office and in the community you are assigned.
- Creativity and grit in building actions to help re-elect Joe Biden and Kamala Harris and a commitment to electing all Democrats up and down the ballot.
- Flexible, adaptable and solutions-oriented.
- Must have access to a cell phone, vehicle and ability to relocate if necessary.

Salary and Benefits

This is an hourly position starting at \$18.50 per hour over a 55 hour available workweek; 40 hours at the base rate and 15 hours at 1.5x the base rate. Organizers will only be paid for time worked but will always be provided the opportunity to work 55 hours.

In addition, Organizers will receive a fifty dollar (\$50) per month tech stipend and two-hundred and fifty dollar (\$250) per month stipend for travel.

All full-time employees are offered a comprehensive benefits package, 100% covered by NCDP. This includes medical, dental, vision, disability, and life insurance. Benefits become active on your first day of employment. Employees can add partners and dependents to health benefits but are responsible for covering the additional cost. Full-time employees also receive unlimited paid time off on an as needed basis subject to employer approval, two floating holidays, and paid holidays.

Application and Interview Procedure

Candidates should submit their resumes at <https://forms.gle/1sJkHtotUMtf8Wrg9>.

The North Carolina Democratic Party is an equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the basis of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity, or gender expression.