



## Organizing Director

The Kansas Democratic Coordinated Campaign is seeking a skilled and experienced Organizing Director to join our growing team. 2022 will be a critical election year in Kansas, with highly-competitive races up and down the ballot, including nationally-watched races for Governor and U.S. Congress. The Coordinated Campaign will build the statewide turnout operation needed to mobilize and persuade voters to support Kansas Democrats in November 2022. By starting earlier than ever, our aim is to create the most extensive coordinated campaign in Kansas history.

The Organizing Director will oversee the Organizing Department and develop the statewide organizing plan. They will be responsible for building all volunteer recruitment and voter outreach infrastructure on behalf of the Coordinated Campaign; when necessary, they will work across departments to execute the organizing program and support their staff. The Organizing Director will be a key member of the statewide leadership team, and will hold a wide range of responsibilities that will be critical to the overall success of the Coordinated Campaign.

The Organizing Director will report to the Coordinated Campaign Director.

### Primary Job Responsibilities:

- Develop and implement the Coordinated Campaign's organizing program
- Hire and manage Organizing Department's leadership team: Deputy Organizing Directors, Training Director, Digital Organizing Director, Campus Director, and team of Regional Organizing Directors
- Collaborate with relevant stakeholders — other departments, coordinated table partners, national committees, outside vendors — to execute a strong, comprehensive Organizing program
- Oversee all Organizing Department staff; create systems and communication structures to optimize performance and consistently meet departmental goals
- Establish a training program that boosts staff productivity and develops core skills of volunteers at all levels of the organizing program
- Create an innovative digital organizing program that incorporates modern digital outreach strategies throughout all organizing platforms and programs
- Motivate a large and diverse team to flourish in a fast-paced and rigorous work environment
- Provide professional development and mentorship to all staff throughout the Organizing Department
- Other responsibilities as assigned by the Coordinated Campaign Director

### Our Ideal Candidate Will Have:

- Excellent verbal, written, and interpersonal communication skills
- 3+ cycles of organizing experience, along with at least 2 cycles of staff management experience, preferably as a Deputy Organizing Director on a coordinated campaign staff
- Proven fluency with NGP VAN and other crucial data and digital outreach infrastructure
- Ability to create a strong, inclusive management culture that supports a talented and diverse staff
- Capacity to create and operate advanced internal tracking systems
- Attention to detail, highly-developed organizational skills, and the ability to collaborate with stakeholders across all levels of our organization
- Aptitude for balancing multiple projects and deadlines
- Desire to receive constructive coaching and grow as a professional
- Ability to thrive in a fast-paced environment and work long, irregular hours



**This is a full-time position based in Kansas, and the ability to work remotely will not be available.** The salary for this position is \$7,500 - \$8,500 per month, commensurate with experience. This position's schedule will vary based on the needs of the campaign, including a high likelihood of evening and weekend work throughout the election cycle. This is a general election position and will last through November 15, 2022.

**How To Apply:**

Please fill out and submit this [Google Form](#) to complete your application

Please contact the Kansas Democratic Party at [info@kansasdems.org](mailto:info@kansasdems.org) for any accommodations you may need for the application or interview process.

Political positions often require unconventional work hours, including events during evenings, weekends, and holidays.

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