



## **Organizing Director**

The California Democratic Party is hiring an Organizing Director. The Organizing Director will report to the CADEM Executive Director and Party Chair and will coordinate and work with the other departmental Directors.

A strong candidate will have the skills and knowledge to develop and execute a comprehensive field program to grow and engage CADEM's activist base, work with CADEM partners, and carry out electoral and other programs on a statewide scale.

The preferred candidate will have the skills to complement their technical know-how, including a collaborative approach to problem solving, a strategic mind, and the ability to lead and inspire a diverse group of stakeholders, organizers and volunteers.

### **Responsibilities will include but not be limited to:**

- Participating in regular planning processes with CADEM leadership including setting annual goals and creating a strategic plan to reach those goals.
- Hiring, training and managing field staff – both for long-term organizing work and for campaigns as needed.
- Overseeing execution and implementation of the field plan.
- Providing regular reporting on progress toward goals related to all plan elements. Reports would be provided for the Party Chair, Executive Director and other CADEM oversight bodies at the request of the Chair or Executive Director.
- Running CADEMs district-specific or statewide voter contact programs for electoral campaigns in conjunction with key Democratic entities and with Central Committees, clubs and other allied organizations and activist groups.
- Using all field programs to broaden and engage CADEM's activist and leadership base.
- Collaborating with other CADEM departments on training, communications, fundraising, etc. to help broaden and strengthen CADEM's overall work.

### **Qualifications and Skills:**

- At least five years of experience working on electoral and issue field campaigns, with at least one year in a leadership position;
- Prior staff management experience;
- Strong data, targeting and voter file experience;
- Familiarity with current outreach tools – Zoom, Mobilize, dialer systems, mobile walk apps, text banking platforms, social media platforms, etc.;
- Excellent communication skills, including public speaking;
- Positive attitude and ability to motivate and inspire staff, activists and leaders;
- Good time management skills and ability to manage multiple projects simultaneously;
- Working knowledge of California's political, electoral and legislative processes;



- Working understanding of California’s diverse population and electorate across the state’s many distinct communities;
- Willing to work extensive hours, including nights and weekends with some travel;
- Committed to details, results, meeting goals, and consistent improvement;
- Ability to approach problem-solving with creativity, initiative and collaboration;
- Experience working collaboratively with elected officials, candidates, community groups, and/or allied organizations;
- Strong strategic thinking and analytical skills;
- High level of personal and professional integrity;
- Reliable transportation required.

**Apply:**

Salary is competitive and commensurate with experience. Position will include medical, dental and vision insurance benefits at no cost to the Organizing Director.

Application Instructions: Please email your resume and three professional references to [jobs@cadem.org](mailto:jobs@cadem.org) with “ Organizing Director” in the subject line. Direct any questions regarding benefits to: [amy@cadem.org](mailto:amy@cadem.org) Applications accepted until position filled.

The CDP is an equal opportunity employer and will not discriminate against any employee or applicant on the basis of race, color, sex, age, gender, gender identity, gender expression, pregnancy, perceived pregnancy, sexual orientation, marital status, religion, religious creed, national origin, ancestry, medical condition, mental or physical disability, genetic information, military or veteran status, domestic violence victim status, denial of family and medical care leave, or any other protected status.