



Washington State Democratic Central Committee Job Description Field Organizer, Rural Washington

Location: Various Locations, WA

The Field Organizer is responsible for implementing an innovative, data-driven statewide voter mobilization program. The Field Organizer should have demonstrated experience organizing in rural and/or Latino/a communities and be skilled in managing multiple, competing priorities simultaneously while maintaining a sharp focus on details.

The person in this position will be expected to work irregular hours, including nights and weekends, and must have access to a laptop and reliable car transportation, and have reliable, consistent, strong internet. The Field Organizer will report to the Organizing Manager and collaborate with the entire Party team. This position's salary is \$55,498/year with health care, vision, and dental coverage. The position is part of a union collective bargaining agreement and is based in Washington State once it is declared ready to open safely within the boundaries of Covid-19.

This position will:

- Recruit, coach, train and manage super volunteer leaders across the state who are ready to talk to voters and take on the management of their own teams of volunteers
- Help Local Party Organizations through the candidate recruitment process by advising chairs and by tracking accountability for meetings set up between potential candidates and Local Party Organizations chairs through our candidate recruitment efforts
- Support targeted 2021 local candidates by coordinating direct voter contact efforts with relevant Local Party Organizations and recruited super volunteer leaders.
- Build action-oriented relationships with rural Precinct Committee Officer (PCO) Coordinators and activist organizations, earning buy-in by supporting them in voter registration and PCO recruitment efforts
- Identify opportunities to engage Latino/a leaders and communities in rural districts, and foster action-oriented relationships by partnering to run voter registration and re-registration campaigns
- Organize at the “grasstops” level, building authentic accountable relationships with community leaders to create a coalition willing to take direct action to elect Democrats up and down the ballot
- Use various organizing tactics, including 1:1 conversations, phone calls, texting, and social media engagement to grow our network of action-oriented volunteers
- Work to create a professional staff culture that that is upbeat and empowering, with a mind towards greater inclusion, a customer-service attitude, and a willingness to solve problems creatively
- Develop and maintain strong, trusting relationships with local party leaders, activist groups, and partner organizations so that we have strong and robust partnerships in advance of the 2022 election

Specifically, qualified candidates should have skills including, but not limited to:

- 2+ cycles of experience on a competitive electoral campaign
- Spanish fluency required

- Knowledge and familiarity with NGP/VAN platform is highly desired
- Knowledge and familiarity with Washington State politics preferred
- Demonstrated experience organizing in rural and/or Latino/a communities
- Excellent written and verbal communication skills
- Ability to communicate clearly and proactively both internally and with external partners
- A passion for social justice and a commitment to Democratic Party values
- A friendly and professional member-first demeanor
- Ability to manage multiple projects independently
- Detail-oriented and comfortable working in a fast-paced office environment

Applications will be reviewed on March 19th, 2021. To apply, please email your resume to organizing@wa-democrats.org with the subject line “Rural Field Organizer Application”, along with a brief description of why you are uniquely qualified for the position. The Washington State Democratic Central Committee strives to create a diverse, equitable, and inclusive environment and is proud to be an equal opportunity employer. We actively encourage applicants from historically underrepresented backgrounds, including first-generation college graduates, Black, Indigenous, and People of Color, people with disabilities, and people who identify as part of the LGBTQ* community. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status. Consideration will be given to all qualified applicants who submit their resume by the time recruitment closes.