



## Washington State Democratic Central Committee Job Description Field Organizer

### **Location: Various Locations, WA**

The Field Organizer will implement an innovative, data-driven statewide voter mobilization program. The Field Organizer should have demonstrated experience with organizing 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 Regional Field Director. This position will be paid hourly at \$18.00/hour with overtime paid at 1 ½ times the hourly rate after 40 hours up to 55 hours per week, plus bonuses are available. Benefits include health care, phone, and mileage stipends; paid time off, sick leave, bereavement, and paid observed holidays. The position is part of a union collective bargaining agreement and is a full-time position that will run through November of 2022, with an anticipated start date of June 1st. The person in this position is eligible for a longevity bonus in December of 2022. Proof of full vaccination is required. This role will be based in person in Washington State in a location to be determined, and the ability to work remotely will not be available.

This position will:

- Recruit, coach, train, and manage volunteer leaders across the state who are ready to talk to voters and take on the management of their own teams of volunteers.
- Organize, recruit volunteers for, and run direct voter contact events, including in-person and virtual phone banks and canvasses.
- Support targeted 2022 candidates by coordinating direct voter contact efforts with relevant Local Party Organizations and recruiting super volunteer leaders.
- Build action-oriented relationships with Precinct Committee Officer (PCO) Coordinators and activist organizations, by supporting and collaborating with them in voter registration and PCO recruitment efforts.
- 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 but not limited to 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 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.
- Consistently meet deadlines and communicate with your direct supervisor when challenges arise that will prevent you and/or your team from meeting your goals.
- A commitment to creatively solving challenges that will occur with goals, strategies, and tactics.

The Field Organizer will receive training in diversity, equity, and inclusion; VoteBuilder proficiency; leadership development; and grassroots organizing strategies and tactics. Staff will also gain experience in volunteer recruiting, mentorship, training, and leadership development; turf planning and implementation; goal development and tracking.

Minimum Experience & Skills:

- 1+ cycles of experience on a competitive electoral campaign preferred.
- Knowledge and familiarity with NGP/VAN platform is highly desired.
- 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.

This position will remain open until the position is filled, and applications will be reviewed on a rolling basis. To apply, please send your resume to [jobs@wa-democrats.org](mailto:jobs@wa-democrats.org), with the subject line "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 applicants, Indigenous applicants, applicants 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, sex, national origin, age, disability, or genetics.

