



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 \$21.00/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 July or August. 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, 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.

