



## **Overview**

The Committee to Elect Danielle Allen is seeking organized, energetic, and passionate individuals to be Regional Organizing Directors. Our campaign is committed to an organizing first approach that empowers volunteer leaders, deploys traditional direct voter contact, as well as digital, relational, and distributed organizing strategies and tactics, and centers communities for sustained movement and coalition building.

Regional Organizing Directors will be responsible for all organizing efforts within an assigned geographic area, while managing, coaching, and holding in-region staff and volunteer leaders accountable to voter contact and volunteer recruitment goals in order to build an organizing infrastructure that expands and builds volunteer capacity. The position requires previous organizing experience, with particular emphasis on managing, training, coaching, and empowering teams.

Regional Organizing Directors report directly to the Deputy Organizing Director.

## **Responsibilities**

- Hire, train, and manage a team of Organizers across your region to reach daily, weekly, and phase voter contact and volunteer recruitment goals.
- Hold your team accountable to voter contact and volunteer recruitment goals while maintaining data integrity
- Support your team in identifying, training, and managing volunteer team leaders across your region.
- Build trust with and establish recurring communication with key community stakeholders, activists, Democratic parties, and allied organizations within your region.
- Motivate and support the unique needs of each member of your team through daily check-in/out calls, weekly 1:1 meetings, and weekly team meetings.
- Communicate and contextualize programmatic updates/priorities to your team and share programmatic feedback and recommendations.
- Lead regional trainings and develop in-region resources as needed to support the professional development of Organizers and volunteer team leaders.
- Work with the Constituency Organizing Director to ensure your team is engaging and recruiting key constituencies within your region.
- Work with the Digital Organizing Director to develop and implement volunteer engagement strategies over all digital platforms and scale relational and distributed organizing programs within your region.
- Other duties as assigned.

## Qualifications

- 1-2 years of organizing experience in electoral or advocacy campaigns, with specific experience managing and training teams of Organizers, volunteer leaders, and/or volunteers.
- Ability to manage, train, coach, and empower Organizers and volunteer team leaders, while also being empathetic, vulnerable, and honest.
- Proficiency with volunteer management tools: Votebuilder/VAN, Mobilize, and OnlineActions.
- Proficiency with online community tools: Slack, Facebook Groups, Google Meet, and Zoom.
- Knowledge of digital organizing tools: dialers (ThruTalk or HubDialer), P2P texting (ThruText, Spoke, or Hustle), relational organizing (Reach, Team, or OutVote), and SMS texting.
- Proficiency with Google Suite and Microsoft Office.
- Must have access to a cell phone, laptop, reliable internet, and vehicle with a valid Driver's License.
- Ability to meet ambitious goals through innovative solutions.
- Be willing and able to work long hours, including nights and weekends.
- A commitment to building an inclusive and equitable team culture.
- Ability to manage multiple tasks with varying and shifting deadlines.
- High emotional intelligence, as well as excellent written and verbal communication skills.
- Ties to Massachusetts are preferred, but not required.
- Passion for and commitment to electing women of color.

Salary: \$5000/month plus benefits

To apply, please send your resume to [jobs@allenforma.com](mailto:jobs@allenforma.com) with "[NAME]: Regional Organizing Director" in the subject line. No cover letter required.