



Don Davis for NC is seeking an Organizing Director to implement and lead organizing operations in accordance with the campaign's mission, values, and strategic plan within NC-01. The Organizing Director will work under the day-to-day supervision of the Campaign Manager, and the Candidate and Senior Advisor more broadly. The Organizing Director will directly manage Regional Organizers and the broader field organizing team. This is a senior-level, full-time position running from June 2026, through November 2026. Ties to NC and eNC are a plus, but not required. Compensation will be commensurate with experience, but will be competitive for a frontline organizing director.

Responsibilities

- Work with the Campaign Manager to execute, and manage district-wide field strategy with a particular focus on the Elizabeth City, NC headquarters location.
- Recruit, hire, train, and manage Regional Organizers, volunteers, and paid field operations.
- Set clear weekly, monthly, and district-wide goals and ensure staff consistently meet performance benchmarks.
- Build and oversee systems of accountability, performance tracking, and reporting for staff and volunteers.
- Analyze voter data, modeling, and turnout goals to create, refine, and track voter contact universes.
- Coordinate closely with partner campaigns, candidates, county parties, and allied organizations to maximize efforts.
- Provide regular reports on field performance, staffing, voter contact, and progress toward goals to the Campaign Manager, Candidate, and Senior Advisor.
- Support and troubleshoot challenges faced by district-based field staff.
- Staff assorted events within the district including weekly canvasses/phonebanks, meet-and-greets, and miscellaneous tasks as needed.

Qualifications

- 3+ cycles of electoral campaign organizing required
- At least 1 cycle of staff management experience preferred
- Ability to live and work in-person within the assigned congressional district through November 2026
- Proficiency in VAN or PDI, Google Docs, and Mobilize
- Valid driver's license with a clean record and access to a vehicle is required
- Ability to work long hours, including evenings and weekends
- Familiarity with peer-to-peer texting, relational, and dialer tools
- Experience developing, training, and empowering volunteers
- Ability to meet tight deadlines under pressure and problem solve effectively and creatively
- Proven interpersonal, communication, and collaboration skills with the ability to build relationships with staff, stakeholders, and volunteers at all levels



Equal Opportunity/Diversity Policy:

DCCC prohibits discrimination of employment, promotion, compensation, terms, conditions, or privileges of employment on the basis of race, color, ancestry, national origin, gender, sexual orientation, sex (including marital and parental status), religion, age, disability, actual or perceived gender identity or expression, weight, personal appearance, family responsibilities, genetic information, economic status, veteran's status, or any other basis prohibited by applicable law. DCCC is an equal opportunity employer and will comply with all applicable laws prohibiting discrimination in employment.

Interested individuals should send a resume and cover letter detailing past experience to Hannah Spengler at hannah@votedondavis.com. Please include your last name and "Organizing Director" in the subject line. Applications will be reviewed on a rolling basis.