

Ohio House Democratic Caucus

Organizing Director Job Posting

Position Title: Organizing Director

Employment Status: Full Time / Exempt - Salaried / UFCW 75 Bargaining Unit

Supervisor: Executive Director

The Ohio House Democratic Caucus seeks energetic and dedicated individuals to develop and lead a team of organizers that build political and community power in districts across Ohio for the 2022 election cycle and beyond. The Organizing Director will be responsible for creating and managing community organizing campaigns, hiring, training, and supporting organizers, providing candidate and campaign support, and maintaining political relationships throughout the state.

The ideal candidate will have at least two cycles of campaign, advocacy, union, or community organizing work, have knowledge of various organizing models and techniques, can manage and work with the candidates and campaign staff to support electing Ohio House Democrats.

Job Responsibilities

Reporting to the Executive Director, the Organizing Director is responsible for the following:

- Develop an organizing model and plan that builds community power, expands the electorate, and builds political infrastructure that supports house candidates and their campaigns;
- Oversees all aspects of the field, community, and electoral organizing programs;
- Assist and coordinated field plans for targeted district races;
- Serve as a point of contact for campaigns and house candidates;
- Collaborate with the coordinated campaign, state and county parties, and other partner entities;
- Hire, train, mentor, support, and manage regional field organizers;
- Track and report on quantitative metrics of the organizing program;
- And other duties as assigned by the Executive Director.

Performance Expectations

The Organizing Director must:

- Understand the needs of communities of color, people who identify as LGBTQ+, rural, urban, suburban Ohioans, in order to effectively connect Ohio house democratic priorities with voter concerns.
- Effectively build and maintain relationships with local leaders, elected officials, campaign staff, volunteers, and the house candidate.
- Have excellent organizational skills and is disciplined in time management.
- Meet deadlines, have a responsive and collaborative communication style.
- Have knowledge of Ohio politics, the demographic differences of the various Ohio communities, and an understanding of the political landscape.
- Be adaptable to the changing nature of campaigns and flexible to create new tactics and use new tools with a positive attitude.
- Adhere to the highest ethical standards. Convey a professional and positive image and attitude. Demonstrate commitment to continued professional growth and development.
- Frequent local travel. Must be available for frequent evening and weekend work.

Qualifications

- A solid understanding of modern organizing practices, think outside of the box, and work well with diverse coalitions.
- A track record of success designing and delivering results on political, legislative, union, and/or electoral programs, plans, and campaigns;
- An approach to management that is empowers others and develops leadership;
- Experience with VoteBuilder/VAN (or other large, technical databases) in an administrator role;
- Knowledge of modern and effective community organizing and/or voter contact tactics and how they impact elections;
- Experience managing and mentoring staff and volunteers; and
- A belief that our mission matters and that electing Democrats to the Ohio House is critical in moving Ohio forward.

Compensation

Salary range is between \$55,000-\$65,000 and is dependent on experience. Benefits include health, vision, dental, life insurance, and flexible paid time off per the UFCW Local 75 collective bargaining agreement.

How to Apply

Please send a cover letter, resume, three references, and a description of your thoughts and philosophy on community and/or electoral organizing that is no longer than 2 pages to aalex@ohiodems.org with the subject line "OHDC Organizing Director." Applications will be accepted on a rolling basis until the position is filled.

About the Ohio House Democratic Caucus

The Ohio House Democratic Caucus (OHDC) is the official campaign arm with the goal of electing Democrats to the Ohio House of Representatives.

The OHDC is committed to inclusion and diversity. We seek to hire staff that reflects the diverse communities and perspectives that comprise Ohio. Qualified candidates of all backgrounds, and specifically individuals of color, women, Indigenous people, and members of the LGBTQIA community, are highly encouraged to apply.

The OHDC prohibits discrimination of employment, promotion, compensation, terms, conditions, or privileges of employment on the basis of gender, disability, race, age, national origin, color, creed, sexual orientation, sex (including marital and parental status), gender identity and expression, religion, economic status, ethnic identity, veteran's status, or any other basis prohibited by applicable law.