



# *the* **MISSOURI HOUSE DEMOCRATS**

## **Missouri House Democrats: Regional Campaign Director**

**LOCATION:** Missouri (Kansas City, St. Louis, Springfield regions)

**SALARY:** \$5,000–\$5,500/month (annualized \$60,000–\$66,000), commensurate with experience

**COMPANY:** Missouri House Democrats / House Democratic Campaign Operation (HDAF / Caucus)

**DEPARTMENT:** Campaign Management

**EMPLOYMENT TYPE:** Full-time, cycle position through November 2026

### **APPLICATION INSTRUCTIONS**

To apply: Send resume, cover letter, and 2–3 references to **Abigail Schoenrade** at [abbey@mohousedems.com](mailto:abbey@mohousedems.com). Applications will be considered on a rolling basis through June 2026. Please use “**Regional Campaign Director**” as the subject line.

### **JOB DESCRIPTION**

The Missouri House Democrats are seeking experienced **Regional Campaign Directors** to run an aggressive, results-driven grassroots operation to help elect Democrats across Missouri — and to **break the Republican supermajority** in the Missouri House in 2026.

Missouri House districts contain approximately **38,000 residents**, which means races are won through disciplined targeting, strong local organizing, and tight execution. Regional Campaign Directors will provide an essential on-the-ground presence and serve as the caucus’s primary point of support and accountability for a portfolio of priority campaigns.

This role is ideal for someone who can operate as a strategic partner to candidates, build a durable volunteer infrastructure, and ensure campaigns meet fundraising and field benchmarks.

### **KEY RESPONSIBILITIES**

Regional Campaign Directors will be responsible for supporting and managing a portfolio of targeted races, including:



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- **Primary point of contact** for assigned candidates and campaign teams, assisting with day-to-day strategy and execution across field, budgeting, staffing, scheduling, and communications.
- Implementing **district-specific campaign plans** that provide a clear path to victory, including persuasion, turnout, and volunteer development strategies.
- Holding candidates and campaign teams **accountable to performance goals**, including:
  - Voter contact benchmarks (doors, phones, texts)
  - Volunteer recruitment and leadership development
  - Fundraising goals and call time discipline
- Providing **fundraising support** to campaigns, including call time planning, donor research coordination, event planning support, and helping candidates build sustainable finance routines.
- Managing **structured campaign check-ins**, including calls and meetings with candidates, staff, and caucus leadership, and producing clear written updates.
- Building and executing **data-driven field programs**, including:
  - Precinct targeting and turf planning
  - Volunteer recruitment pipelines
  - Get Out the Vote (GOTV) preparation and execution
- Developing **local leadership** by recruiting and training volunteer team leaders and empowering volunteers to run meaningful parts of the program.
- Building and maintaining relationships with local stakeholders, including activists, community leaders, allied organizations, and party infrastructure.
- Coordinating with consultants/vendors as needed to support mail and digital execution, ensuring alignment with campaign goals and timelines.
- Ensuring campaigns remain operationally disciplined — timelines met, plans updated, and decisions made based on data and realities on the ground.

## **REQUIRED QUALIFICATIONS**

- At least **one full cycle** of paid campaign experience (two cycles preferred).
- Strong working knowledge of **VAN/VoteBuilder** and basic targeting principles.
- Proficiency with **Google Suite** and campaign operations tools.
- Demonstrated ability to think critically, problem-solve quickly, and stay calm under pressure.



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- Ability to manage multiple campaigns, deadlines, and shifting priorities simultaneously.
- Strong interpersonal skills and ability to work effectively with candidates, staff, volunteers, and stakeholders.
- Willingness to work long and irregular hours during peak cycle periods.
- **Valid driver's license** and access to a reliable vehicle.

## **PREFERRED QUALIFICATIONS**

- Experience providing candidate fundraising coaching/call time management.
- Familiarity with Missouri political geography and regional dynamics (KC, STL, Springfield).

## **PAY & BENEFITS**

Full-time employees are eligible for benefits, including health care (and other benefits as offered), paid time off, and sick leave. Salary range is **\$5,000–\$5,500 per month**, commensurate with experience. This position is **in-person, Missouri-based**, and requires frequent travel within assigned regions. Position runs through **November 2026**.