



North Carolina Senate Democratic Caucus Campaign Manager Job Description

The North Carolina Senate Democratic Caucus (NCSDC) is seeking qualified applicants to serve as Campaign Managers in the 2026 cycle. NCSDC is the campaign arm of the North Carolina Senate Democrats. These are a campaign cycle, full-time positions with benefits based across North Carolina.

Campaign Managers will report directly to their candidate and NCSDC Senior Staff. The ideal candidates will have at least one cycle of campaign experience, a commitment to winning state legislative races and the ability to thrive in a collaborative, fast paced, and innovative environment. The work will often require travel, evening, and weekend hours.

Essential Job Functions:

- Day-to-day management of campaign operations.
- Candidate management.
- Supervising and hiring campaign finance staff, field staff, and interns.
- Development of campaign plans, finance plans, and budgets with Senior NCSDC staff.
- Overseeing execution of campaign plans, finance plans and budgets.
- Manage and staff candidate call time, including donor research, pledge tracking and follow-up, event management and execution, and follow-up correspondence.
- Ensuring campaigns meet programmatic objectives with NCSDC Senior Staff, including finance and field goals.
- Ensuring data integrity and timely reporting of field and finance data
- Oversee field operations, including canvass scheduling and launches, volunteer recruitment and retention, bundling literature, and working with allied organizations.
- Create press releases, manage press relationships, rapid response communications, and cultivate earned media and social media engagement with NCSDC Senior Staff.
- Willingness and ability to relocate to the assigned district in North Carolina.

Desired Skills and Experience

- Fluency in Votebuilder, NGP, Google Workspace and ActBlue
- Strong interpersonal skills with the ability to problem-solve quickly
- Flexible, adaptable, and solutions oriented
- Ability to work long and irregular hours



- Empathetic management skills, balancing self-care and programmatic metrics
- Must be willing to relocate to or near the district
- Valid driver's license and reliable transportation
- Must be a registered Democrat

Preferred, but not required:

- Experience as a campaign manager or finance director highly preferred
- Vendor management experience
- Call time management experience
- Familiarity with North Carolina politics
- Experience managing paid staff or interns

Compensation

Campaign Manager salaries are \$4,500-5,500 a month based on experience. This position is exempt (not subject to overtime) and is not a bargaining unit position.

As a full-time employee (30+ hours per week), you'll receive a comprehensive benefits package, that is 100 % covered by the North Carolina Democratic Party, including:

Medical, dental, and vision insurance, life insurance, short and long term disability insurance, and paid vacation time and sick leave. Benefits begin on the first day of employment.

How to Apply:

To apply, send a resume and cover letter to jobs@ncsenate.org with the subject line "Campaign Manager." Applicants will be considered on a rolling basis, with interviews beginning in mid-November 2025. Failure to comply with application instructions shall invalidate your application. Priority deadline to apply is November 12th, 2025.

Start Date: Rolling, with the earliest starts in January 2026.

End Date: December 1st, 2026, unless otherwise stated.

Benefits will go through the end of 2026.

The North Carolina Democratic Party is an equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the bases of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.