**Position:** Campaigns Director
**Employment Type:** Full-time (through November 30, 2027)
**Location:** Richmond, Virginia
**Reports to:** Campaigns Committee
**Start Date:** November 2026
**Interview Dates:** October 19-November 2

The Virginia Senate Democratic Caucus is seeking a proven Campaigns Director to lead a high-stakes effort to expand and protect the Democratic majority in one of the most competitive legislative battlegrounds in the country. This senior leadership role will direct a coordinated, multi-district operation, driving strategy and performance across fundraising, field, communications, and overall campaign infrastructure.

The Campaigns Director will serve as a senior strategist and operator, advising candidates and the caucus's campaigns leadership while holding campaigns accountable to goals and measurable outcomes. This role requires strong political judgment, disciplined execution, and the ability to manage complex, fast-moving campaigns.

Ideal candidates will bring at least five cycles of campaign experience, including senior leadership roles on competitive races. Experience managing large-scale, high-pressure operations is essential; familiarity with Virginia's political landscape is a plus.

This role requires travel of up to 30%. The caucus will cover hotel accommodations as needed and reimburse meals and mileage in accordance with established policies.

**Responsibilities (Including but not limited to):**

- Partner with the Executive Director and caucus campaign leadership to develop and execute a comprehensive strategy to expand the Senate Democratic majority in the 2027 cycle
- Serve as a senior advisor to campaigns, providing strategic guidance across fundraising, field, communications, and overall campaign management
- Oversee and coordinate campaign operations across multiple districts, ensuring alignment with caucus priorities and performance goals
- Lead the recruitment, hiring, and development of high-performing campaign teams
- Mentor and support campaign leadership to drive disciplined, results-oriented execution
- Provide strategic oversight of campaign budgets, financial planning, and resource allocation
- Deliver high-level recommendations on campaign strategy, including targeting, messaging, and paid media investments
- Establish and maintain strong communication channels between campaigns, caucus leadership, and key stakeholders
- Lead structured campaign check-ins to assess performance, troubleshoot challenges, and drive accountability

- Monitor and evaluate key metrics across fundraising, voter contact, and overall campaign performance
- Brief caucus partners, stakeholders, and major donors on campaign strategy and progress
- Leverage data and analytics to inform decision-making and optimize campaign outcomes

**Qualifications:**

- Minimum of five campaign cycles, including senior leadership experience on competitive races
- Demonstrated success developing and executing winning campaign strategies at scale
- Proven track record in high-level fundraising, including managing major donor programs and meeting aggressive goals
- Experience leading and managing diverse, high-performing teams across multiple functions (field, finance, communications)
- Strong political judgment and ability to navigate complex, fast-paced campaign environments
- Exceptional communication, leadership, and stakeholder management skills
- Experience building coalitions and engaging key partners, including elected officials, donors, and community leaders
- Ability to manage multiple priorities and deliver results under tight deadlines
- Proficiency with campaign tools and data systems, including ActBlue, NGP, and related platforms
- Familiarity with Virginia's political landscape is strongly preferred
- Commitment to building inclusive, collaborative team cultures

**Salary & Benefits:**

- Salary range $130,000 - $150,000 (yearly)
- Full medical, dental, and vision coverage
- PTO available as approved by the Executive Director

**To Apply:**

Email your resume, include two professional references and one writing sample to info@vasenatedems.com. In the subject line, include [2027 CAMPAIGNS DIRECTOR].

Resumes will be reviewed as they are received and selected candidates will be contacted for an interview on a rolling basis.

*This Virginia Senate Democratic Caucus is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, sex, age, national origin, genetic information, protected veterans, marital or familial status, sexual orientation, gender identity or expression, disability status, criminal record information (except where permitted under applicable law), or any other category prohibited by local, state or federal law. Virginia operates as an "at-will state."*