



Organization: [Democracy North Carolina](#)
Position: Regional Managing Organizer
Locations: Pitt County (Greenville, NC) and surrounding areas;
Cumberland County (Fayetteville, NC) and surrounding areas;
and Buncombe County (Asheville, NC) and surrounding areas
Hiring Range: \$52,000-\$59,000
Priority Deadline: January 27, 2023

Organization Overview

Democracy North Carolina (Democracy NC) works to strengthen democratic structures, build power in disenfranchised communities, and inspire confidence in a transformed political process that works for all. Through grassroots organizing, policy advocacy and research, and strategic communications, the nonpartisan organization aims to protect and advance voting access, ensure fair representation, and increase the participation of those historically underrepresented in the political process, especially people of color. For nearly 30 years, this 501(c)3 nonprofit (and its predecessor, Democracy South) has taken on powerful institutions and politicians, regardless of party, and promoted reforms that expand public involvement in civic life. Democracy NC works closely and in coalition with reform-minded local, state, and national partners to achieve the policy outcomes and grassroots participation necessary for a just and equitable democracy.

Position Overview

We believe meaningful change happens when communities take action. That’s why our Regional Managing Organizers serve as an on-the-ground presence within their regions, building community-level power across lines of race, class, generation, and political affiliation. Regional Managing Organizers are responsible for locating, training and activating community members - especially the Black, brown, and low-wealth people who have historically been the targets of voter suppression - to build people power, expand civic participation and leadership of underrepresented voters, and advance a range of voting rights and pro-democracy reforms.

Democracy North Carolina is hiring three Regional Managing Organizers, each representing one of our multi-county coverage areas:

- **Eastern Regional Managing Organizer** covering Nash, Edgecombe, Pitt, Craven, and Wilson Counties.
- **Southeastern Regional Managing Organizer** covering Cumberland and surrounding counties to be determined.
- **Western Regional Managing Organizer** covering Buncombe and surrounding counties to be determined.

Regional Managing Organizers report to Democracy North Carolina’s Organizing Director, and at times are responsible for supervising and mentoring Organizing Assistants and student interns. This is a flexible, remote-first position, but requires frequent travel within the regional coverage area, as well as occasional travel to our central office in Morrisville for staff meetings. Mileage reimbursement is provided.

Responsibilities

- Building Democracy NC's base through relational one on ones, coalition meetings and select speaking engagements in alignment with our priorities.
- Coordinating local coalition-building efforts through monthly meetings creating a sense of community and connectivity with individuals, local groups, and chapters of state organizations.
- Coordinating, engaging and developing volunteers to participate in and lead a range of grassroots actions, including but not limited to voter engagement, voter education and get-out-the-vote actions, implementing public education campaigns, coordinating canvass plans, organizing events, and rallying public support for pro-democracy issues.
- Helping develop and implement issue campaigns and "mini-campaigns" with winnable goals related to pro-democracy issues and recruiting, training and activating new and seasoned activists and leaders to be involved in the campaigns.
- Conducting skills-based and educational trainings and workshops for volunteers and allies and intentionally developing volunteer leaders among the organization's constituencies.
- Hiring, training, supervising, and working with a team of young organizers from late May through July each year as part of the organization's Democracy Summer program, and working with interns and young organizers at other times during the year.
- Hiring, supervising and evaluating an Organizing Assistant to help with base building, campaign implementation, and other duties within each region.
- Connecting electoral reform efforts with broader social justice issues and staying abreast of current events within NC local and state politics and the national election reform movement.

Experience and Qualifications

- Experience engaging volunteers in concrete actions and activities; experience developing and working with volunteer leaders over an extended period.
- Experience with planning and implementing grassroots, issue-based campaigns and voter engagement efforts, including power mapping, organizing public education activities, phone banking, door-knocking, meeting with elected officials, voter registration, etc.
- Experience facilitating meetings involving diverse constituencies and strong personalities, helping groups walk away with an increased understanding, tangible next steps, defined roles, etc. Coalition-building is a plus.
- Experience delegating and supervising employees, volunteers or interns.
- Experience with the Google Workspace suite of apps and ability to learn additional tech tools, such as the Voter Activation Network, Nation Builder, MyCampaign, and social media apps.
- Experience working in North Carolina's political culture and/or strong knowledge of North Carolina history, culture and politics.
- Commitment to Democracy NC's mission and values, including race and gender equity; ability to work with diverse groups, including low-income North Carolinians, people of color, and residents of varying political ideologies; and in diverse settings, both rural and urban.

Skills and Attributes

- Superior people skills; good instincts, excellent listening skills and judgment of character, ability to understand and connect to people's motivations, ability to build strong relationships.
- Ability to work well independently and as part of a team.
- Strong interpersonal communication skills: direct, proactive communication style; ability to ask for support;

ability to give and receive constructive feedback from colleagues and supervisors.

- Flexibility, patience, clear-headedness, positive attitude, and ability to work in a fast-paced and sometimes chaotic working environment.
- Superior written communication and public speaking skills.
- Ability to stay self-organized, multi-task and manage multiple projects at once.
- Understanding / analysis of structural and institutional oppression is a plus.

Salary and Benefits

- Hiring range \$52,000 - \$59,000 commensurate with experience
- Medical, dental, and vision insurance with 100% employee premium coverage and 50% premium coverage for domestic partner/spouse and/or children
- Health Reimbursement Arrangement for out-of-pocket medical expenses up to 76% for employees and 38% for covered family members
- Free telehealth for all employees and family members
- Employer-provided life insurance and ADD
- 30 days PTO per year, plus 9 paid holidays and 1 week office closure at the end of the year
- 403(b) retirement option with employer contribution
- Individual and team professional development opportunities
- Casual, flexible work environment with a commitment to employee wellbeing and work/life balance, currently operating as hybrid in-person/remote
- For specific questions about Democracy NC's benefits, please contact Hannah James (HR Associate) at hannahj@democracync.org

How to Apply

Please email the following to jobs@democracync.org:

- Cover letter with an overview of your professional background and interest in the position
- Resume
- In the subject line of your email, please write "Regional Managing Organizer" and the region you are applying for (i.e. "Eastern", "Southeastern", or "Western").

Hiring Process

- Applications will be reviewed on a rolling basis with a priority deadline of January 27, 2023. The roles will remain open until filled.
- Applicants whose skills and qualifications most closely match the needs of this role will be invited to participate in up to two panel interviews with Democracy NC staff in late January / early February.
- Job offers are contingent upon successful completion of reference and background checks. Only prior convictions that risk the safety of our staff or the security of the organization will be considered disqualifying.
- Should you require any accommodation during the application process, please contact Hannah James (HR Associate) hannahj@democracync.org and we will work with you to meet your accessibility needs.

Democracy North Carolina is an equal opportunity employer committed to workplace equity through ongoing learning, discussion, investment in training, and continual recommitment to [our core values](#). Our organization considers applicants equally of race, color, creed, religion, sex, national origin, ability, marital status, age, gender, gender identity, sexual orientation, or prior record of arrest or conviction. We seek a workplace that reflects and embraces the full range of the nation and state's diversity.