



DEMOCRACY NC

Organization: Democracy North Carolina

Position: Regional Organizer (Southeastern Region)

Location: Cumberland, Robeson and surrounding counties

Starting Wage: \$30/hr, 20 hours/week

Priority Deadline: July 15, 2024

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. We're hiring a part-time Regional Organizer to serve as on-the-ground support for our grassroots organizing work in Southeastern NC. The Southeastern Regional Organizer will assist with the work of building community-level power across lines of race, class, generation, and political affiliation. The Regional Organizer will locate, train and activate 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.

This is a flexible, remote-first position, but requires frequent travel within our Southeastern regional coverage area (which includes Cumberland, Robeson, Scotland, Columbus, and Hoke Counties) and occasionally to our central office in Morrisville, NC. Mileage reimbursement is provided. **This position reports to our Southeastern Regional Managing Organizer (RMO).**

Responsibilities

- Build Democracy NC's base through relational one on ones, coalition meetings and select speaking engagements in alignment with our priorities.
- Coordinate local coalition-building efforts through monthly meetings, creating a sense of community and connectivity with individuals, local groups, and chapters of state organizations.
- Coordinate, engage and develop 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.
- Help develop and implement issue campaigns and "mini-campaigns" with winnable goals related to pro-democracy issues. Recruit, train, and activate new and seasoned activists and leaders to be involved in the campaigns.
- Connect electoral reform efforts with broader social justice issues, and stay 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 canvassing, power mapping, organizing public education activities, phone banking, meeting with elected officials, voter registration, etc.
- Experience with public speaking and 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 with the Google Workspace suite of apps and ability to learn additional tech tools, such as EveryAction and Mobilize.
- Experience working in North Carolina's political culture and/or strong knowledge of North Carolina history, culture and politics. Experience living, working, and building community in the Central Piedmont region strongly preferred.
- 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.

Compensation and Schedule

This is a part-time position at 20 hours per week on average (not to exceed 29 hours in a given week), at a rate of \$30/hr. This is a flexible, remote-first position, but requires frequent travel within Southeastern NC, and on occasion, to our main office in the Triangle.

How to Apply

Please send the following to jobs@democracync.org with the subject line "Southeastern Regional Organizer" (no phone calls please):

- Cover letter with an overview of your background and interest in the position
- Resume
- In your email, please share how you learned about this position

Hiring Process

- Applications will be reviewed on a rolling basis with a priority deadline of **July 15, 2024**. The role 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 interviews with our staff.
- 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 Manager) 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.