



North Carolina Senate Democratic Caucus Organizing Director Job Description

The North Carolina Senate Democratic Caucus (NCSDC) is hiring an Organizing Director for their 2026 organizing program for State Senate races. The Organizing Director will be responsible for working closely with the Executive Director, and additional partners to design, manage, implement, and execute the field program objectives in Senate Districts across the state. As a member of NCSDC Senior Staff, they will be responsible for working with targeted campaigns across the state.

The ideal applicant has relevant campaign and organizing experience, works well in fast-paced environments, has a proven ability to meet goals, and is committed to electing Democrats at the legislative level. This is a full-time, salaried, cycle-based, exempt position located in Raleigh, North Carolina. Travel will be required when safe; possession of reliable transportation and a valid driver's license is required.

Essential Job Functions:

- Designing and implementing field and voter contact programs
- Working to build local grassroots volunteer teams that will engage in direct voter contact, volunteer recruitment, and retention in districts statewide
- Working with NCDP's Organizing Director, the Coordinated Director, and allied organizations and partners to analyze data and track progress on field metrics
- Where necessary, facilitating and managing paid canvassing operations
- Engaging in both internal campaign communications and external partner relationship building – communicating the field metrics and programs
- Serving as a representative of the North Carolina Senate Democratic Caucus, our program, candidates, and members
- Other duties as assigned.

Desired Skills and Experience

- Proficient in voter database systems such as NGP-VAN, in addition to G-Suite, excel, Microsoft word, and Zoom
- At least 2 cycles of relevant community or political organizing or management experience; minimum of one cycle in a leadership position
- A self-motivated, team player with a proven track record of meeting goals and deadlines with an ability to adapt to changing circumstances
- Strong organizational skills with a great attention to detail
- Experience working with diverse teams representing a rich mix of talent, backgrounds, and perspectives



- Willingness to collaborate in a team environment to solve complex problems and work across departments when necessary to meet long term goals
- Must have reliable transportation

Preferred, but not required:

- Knowledge of North Carolina political landscape, or previous work in the south preferred
- Experience managing paid staff or interns

Compensation

The salary range for this position starts at \$55,000 - \$65,000 annually, commensurate with experience. This is a full-time, temporary position based in Raleigh, North Carolina, with an end date of December 15th, 2026.

- Hours are generally Monday through Friday but shall require evening and weekends; extended hours during election season
- Must be a registered Democrat
- Must have a valid driver's license, a reliable mode of transportation, and the ability to travel at times throughout the state for more than a day at a time
- Exempt (not subject to overtime); 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 "Organizing Director." 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 December 2025.

End Date: December 15, 2026, unless otherwise stated.

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.