Delaware Democratic Party - RFDs and Field Organizer Positions AVAILABLE!

Field Organizer Positions Available:
The Delaware Democratic Party is seeking full-time Field Organizers to join the Democratic coordinated campaign for highly targeted national, state and local races. The coordinated campaign will play a critical role in helping to elect Democrats up and down the ballot in Delaware this year: from helping campaigns in targeted state house and state senate seats all the way to the race for Governor and the campaign for President of the United States.

Organizers will be responsible for recruiting, training, and coordinating volunteer operations for the campaign to register, persuade and motivate voters. Ideal candidates are personable, hard-working, self-motivated, detail-oriented individuals with an ability to hit metrics-based goals, build relationships with volunteers, and turn out voters. Organizers will report directly to the Regional Field Director in his/her assigned region.

Responsibilities include, but are not limited to:
- Recruiting and managing volunteers and volunteer teams
- Training volunteers one-on-one and in group settings
- Building and managing volunteer canvass and phone bank events
- Manage local social media accounts to recruit volunteers and engage with voters
- Persuading voters to support Democratic candidates up and down the ticket
- Meeting weekly voter contact and volunteer recruitment goals
- Executing an aggressive Get Out the Vote operation in your area

Skills or Qualifications:
- Experience working for or volunteering on a political campaign
- Strong time management and organizational skills
- Great interpersonal skills with the ability to listen well and communicate effectively in writing and verbally
- Ability to take instruction and translate it into effective training and instruction of volunteers
- Enjoys working in a dynamic team environment with varied members of the general public
- Ability to set and achieve measurable targets, meet strategic goals and work effectively with volunteers, and local leaders
- Desire to learn on the job and meet any challenge with a positive attitude
- Willingness to work long hours, including nights and weekends
- Valid driver’s license and reliable access to a vehicle
- Knowledge and familiarity with the state of Delaware preferred

Salary: Salary is commensurate with experience. Position will include medical insurance benefits.
Interested Candidates should submit their resume (no cover letter needed) and 2-3 references to sean@deldems.org. Be sure to include Organizer and your name in the subject line.

Regional Field Director Positions Available:

Reports To: Field Director

Overall Description: Regional Field Directors will be an integral part of the 2016 Coordinated Campaign. Regional Field Directors will be responsible for managing all field organizers within their regions, shaping staff into superior leaders and organizers.

Duties and Responsibilities:

1. Hiring, managing, training and mentoring a staff of Field Organizers

2. Providing weekly goals for a team of Field Organizers, and holding staff accountable for hitting goals in all metrics, including:
   - Voter registration
   - Door knocks
   - Phone calls
   - Volunteer recruitment and team building
   - Commit to vote card collection
   - Vote by mail/Permanent Early Voter List Recruitment and follow-up
   - Other metrics as assigned

3. Executing a training program that provides frequent and effective training to field staff, and developing systems and procedures that establish clear lines of communication and effective accountability measures

4. Holding scheduled performance reviews and providing regular feedback to Field Organizer staff

5. Creating scripts, survey questions, and comprehensive training materials for staff and volunteers

6. Performing other duties as assigned

Qualifications:

- 1 or more cycles of campaign or state party field experience

- At least 1 year management experience, and ability to speak expertly about the characteristics of an effective manager

- Experience organizing volunteers within a structured organizing model

- Experience managing a paid canvass

- Experience writing and executing a field plan

- Proficiency with Vote Builder
• Strong public speaking skills
• Strong organizational skills
• Respect for and experience in collaborating with data professionals and working within data-driven field programs
• Passion for working long, irregular hours for Democratic candidates and causes
• Commitment to empowering staff and volunteers at all levels
• Proficiency with Google suite

Salary: Salary is commensurate with experience. Position will include medical insurance benefits.

Application Instructions:
To apply, email your cover letter, resume, relevant writing samples (like a field or campaign plan if you have created one) and three references to Jordan Seemans at Jordan@deldems.org. Please indicate Regional Field Director in the subject. Please direct any questions to Jordan Seemans at Jordan@deldems.org.

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