



Job Description

The Washington State Democratic Party is seeking a Regional Organizing Director to deepen civic engagement, develop and strengthen community partnerships, and recruit volunteers in our “Build” districts. The Director will focus on building out a volunteer-led, relational organizing-focused neighborhood leaders program ready for 2026 and beyond.

The Regional Organizing Director will report to the Year-Round Organizing Director, and will manage multiple stakeholder relationships and volunteer teams.

Location: Washington State (specific districts as assigned)

Remote: Hybrid

FLSA Classification: Yes

Union Position: Yes

Key Responsibilities

Partnership Building & Community Engagement

- Partner with civic groups, faith communities, and community leaders to build trust and collaboration in target districts.
- Craft and share your personal story and organizing journey to galvanize volunteers, partners, and prospective volunteers.
- Host listening sessions, house parties, and culturally-relevant events (in both English & Spanish) to surface community needs and co-create action plans.

Relational Organizing & Volunteer Management

- Design and implement relational organizing programs—peer-to-peer phone and text banks, small-group meetings, and door-knocking—to expand volunteer networks.
- Recruit, train, and mentor volunteer captains who manage their own teams, fostering ownership and leadership growth.
- Engage Local Party Officers and Precinct Committee Officers with regular updates and opportunities to complement broader recruitment efforts.
- Lead regular check-ins and huddles with volunteer captains to surface challenges, share successes, and iterate on best practices.



Data Metrics & Oversight

- Track and report on relational KPIs—conversations held, volunteer leader retention, team-led outreach shifts—and adjust tactics to meet growth milestones.
 - Leverage VAN reports and internal trackers to identify relationship gaps and prioritize follow-up.
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Desired Qualifications

- **Community Builder:** Experience building trust in historically underserved communities, and reviving dormant partnerships in political, civic, or nonprofit settings. Familiarity with relational organizing tactics preferred.
 - **Values-Driven:** Unwavering commitment to winning Democratic majorities at all levels in Washington state, and a demonstrated commitment to working inclusively and collaboratively with a diverse staff, activists, allies, and stakeholders.
 - **Bilingual Preferred:** Fluency in Spanish and English; strong cultural understanding of diverse communities.
 - **Excellent Communicator:** Exceptional written and verbal skills; skilled at using personal narrative to inspire action.
 - **Flexible & Resilient:** Comfortable adapting tactics in a dynamic environment and working long hours, including nights and weekends as needed.
 - **Demonstrated Leader:** Prior experience managing teams of volunteers and/or staff, with strong coaching and performance-management skills.
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Benefits

Salary range is \$70,000 – \$73,000, with comprehensive health care, vision, and dental coverage, mileage and phone stipend, paid time off, sick leave, bereavement leave, and paid observed holidays.



To Apply:

Please email your resume and optional cover letter to Kendall@wa-democrats.org before September 3, 2025. We will begin reviewing materials after the deadline.

The Washington State Democratic Party strives to create a diverse, equitable, and inclusive environment and is proud to be an equal opportunity employer. We believe our diversity is our strength and encourage individuals with diverse backgrounds—including race, ethnicity, religion, gender, marital status, parenting status, sexual orientation, age, national origin, disability or veteran status—to apply.