



Job Description

The Washington State Democratic Party is seeking a Regional Organizing Director to launch a mass voter contact program in our “Protect” districts. The Director will focus on building out a volunteer-led neighborhood leaders program to mobilize voters in two target legislative districts, and to build a strong volunteer base ready for 2026 and beyond.

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

Location: Washington State (specific districts as assigned)

Remote: Hybrid

FLSA Classification: Yes

Union Position: Yes

Key Responsibilities

Volunteer Recruitment, Retention, & Development

- Recruit, coach, train, and manage volunteer leaders who are ready to talk to voters and take on the management of their own teams of volunteers.
- Support targeted candidates by coordinating direct voter contact events, including in-person and virtual phone banks and canvasses.
- Coordinate with Local Party Officers and Precinct Committee Officers to expand volunteer pipelines and host volunteer mobilization events.
- Use various organizing tactics, including but not limited to 1:1 conversations, phone calls, texting, knocking on doors, and social media engagement to grow our network of action-oriented volunteers.

Data & Metrics Oversight

- Track key performance indicators (KPIs)—attempt rate, contact rate, pledge-to-vote conversion, volunteer recruitment, shift fulfillment—and report progress weekly.
- Use voter contact dashboards (Votebuilder, internal trackers) to identify gaps and adjust tactics proactively.



Team Building & Management

- Work to create a professional staff culture that is upbeat and empowering, with a mind towards greater inclusion, a customer-service attitude, and a willingness to solve problems creatively.
 - Supervise, coach, and support volunteer leaders, setting clear performance metrics and providing real-time feedback.
 - Lead regular huddles and one-on-ones to diagnose challenges, share best practices, and drive continual improvement.
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Desired Qualifications

- **Proven Organizer:** Experienced in running large-scale voter contact programs, including expertise with DVC tools and canvassing operations.
 - **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.
 - **Metrics-Oriented:** Demonstrated ability to set, track, and optimize against quantitative goals under tight timelines.
 - **Excellent Communicator:** Exceptional written and verbal skills; able to build positive, lasting relationships and craft clear training materials, playbooks, and reports.
 - **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.