



Democratic Legislative Campaign Committee

The Democratic Legislative Campaign Committee's mission is to win Democratic majorities and build Democratic power in state legislatures.

In the 2018 cycle, Democrats flipped over 400 state legislative seats and gained eight new Democratic majorities. This is the most chambers flipped since the 2006 cycle, and the most seats flipped by Democrats in a generation. Nearly 1,250 of the Democrats elected to their state legislatures in 2018 were women, and more than 900 were candidates of color.

As the only organization exclusively committed to electing Democrats to state legislatures all over the country, the DLCC has been working with state legislative leaders for over two decades to invest strategically in state programs and build the Democratic Party from the ground up.

IE Regional Political Director

The IE Regional Political Director is a member of the DLCC's Independent Expenditure Department and leads DLCC engagement in assigned states to capture or maintain legislative majorities and to build Democratic power in states.

A successful IE Regional Political Director builds and maintains partner and ally relationships; collects and analyzes political information and intelligence to enable effective DLCC IE support; and works with DLCC IE's consultants to execute DLCC's programs, interests and needs with in-state actors. DLCC IE Regional Political Directors collaborate with one another to identify and instill best practices and work across departments to ensure that DLCC is achieving its objectives and vision.

This position reports to the Senior Advisor/IE Director. Significant travel is required.

The IE Regional Political Director is expected to model the values of the DLCC:

- Credibility
- Teamwork
- Results Driven
- Risk
- Inclusive

Responsibilities include:

- Deliver campaign tools and services that enable IE programs to adopt best campaign practices.
- Use available data and political intelligence to advise state IE tables.

- Regularly assess performance against best practices and standards considering the state specific context.
- Provide coaching, training, and feedback to tables to implement campaign best practices and address needed changes.
- Analyze resource allocation requests and ensure alignment with the scale of opportunity and departmental priorities.
- Report state-by-state political lay of the land to Senior Advisor/IE Director including contributions and engagement recommendations within a defined set states.
- Continue professional development to remain up to date on the latest campaign tools and techniques.
- Ensure all IE spending in assigned state is not duplicative of other in-state or national efforts.
- Develop IE plans in coordination with IE partners.
- Operate within stated IE budget guidelines.
- Pursue tactics that provide timely, accurate availability of data for DLCC and IE table use.
- Be the DLCC authority on assigned states.
- Other duties as assigned.

Expected Outcomes:

- DLCC has impactful and influential relationships in assigned states.
- DLCC has actionable political information and intelligence in assigned states.
- DLCC IE models best practices.

Qualifications:

- At least three cycles of campaign experience.
- State legislative campaign experience is preferred but not required.
- Experience managing/working with political consultants is required.
- Outstanding relationship building and analytical skills.
- Experience managing a budget.
- Excellent written, verbal, and interpersonal communication skills.
- Ability to manage multiple projects simultaneously and prioritize tasks appropriately.
- Position is based in Washington, DC and will require significant travel.

Requirements:

The requirements, including but not limited to physical demands, described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. All DLCC employees must be able to operate a



computer and use a cell phone. Many roles at the DLCC include business travel expectations, and most roles also require communicating with key external stakeholders of the organization in person, via the telephone, or via email.

Essential functions of the role of IE Regional Political Director include:

- While performing the duties of this job, the employee is frequently required to communicate using the telephone, email, and in person with stakeholders.
- This position requires the employee to travel to targeted states more than 50% of time, to attend events, meetings, and conferences offsite, hosted by key collaborators in a variety of physical settings.

How to Apply:

Salary for the IE Regional Political Director position is \$85,000-110,000, commensurate with experience. This is a cycle position through November 30th 2020. In addition, the DLCC offers a generous benefit package, including fully paid health/vision/dental insurance, an up to 6% retirement contribution, transit and FSA subsidies, and more.

Please submit a cover letter, resume, and three professional references to jobs@dlcc.org by January 3rd 2020. The DLCC may review applications after this deadline in limited circumstances, however this is not a guarantee that your application will be considered if it is not submitted by January 3rd, 2020. Reference "IE Regional Political Director" and your name in the subject line. No calls, please. Please note, our offices are closed December 20, 2019 – January 3, 2020. As a result, you will not hear from us until the beginning of January 2020.

The DLCC is committed to diversity among its staff and recognizes that its continued success requires the highest commitment to obtaining and retaining a diverse staff that provides the best quality services to supporters and constituents. The DLCC is an equal opportunity employer and it is our policy to recruit, hire, train, promote and administer any and all personnel actions without regard to sex, race, age, color, creed, national origin, religion, sexual orientation, gender identity or expression, physical or mental disability, personal appearance, marital status, family responsibilities, genetic information, or any other legally protected basis. The DLCC will not tolerate any unlawful discrimination and any such conduct is strictly prohibited.

