Democratic Legislative Campaign Committee

The Democratic Legislative Campaign Committee is the only organization exclusively committed to winning Democratic majorities and building Democratic power in state legislatures across 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.

Since 2016, the DLCC and state partners have flipped more than 430 seats from red to blue, building ten new Democratic majorities and paving the way for progress across the country. State legislatures pass most of the policies that affect Americans’ day-to-day lives, and flipping chambers from red to blue has an outsized impact on governing and public policy.

Our Democratic legislatures are truly the last line of defense against the Trump administration and Republicans’ extreme policies. With redistricting on the horizon, our democracy is on the line in 2020, and state legislatures are the battleground in this fight.

National Field Director

The DLCC is seeking a National Field Director to join our new State Campaigns team. As we gear up for the critical 2020 elections, this position will be responsible for coordinating and directing work with in-state field staff to plan and execute voter contact programs with the goal of winning critical legislative races for Democrats in key battleground chambers. We’re seeking candidates who are able to think quickly, adapt frequently, and develop creative solutions to the challenges that come with the territory.

The best candidate for this role will not only have experience writing and implementing a tight field program, but the creativity and flexibility to work across states with differing programs to identify gaps and areas of opportunity.

The National Field Director reports to the Vice President of Campaigns & Analytics. This is a coordinated-side position based in Washington, DC. The National Field Director will manage two Regional Field Coordinators, also based in Washington, DC, for the duration of the 2020 cycle.

Responsibilities

- Manage two Regional Field Coordinators to ensure cohesion within the State Campaigns team.
- Establish expectations, systems, and priorities for two Regional Field Coordinators.
- Work with Regional Field Coordinators and field staff in targeted state legislative caucuses and campaigns on program planning and execution, and troubleshooting challenges.
- Coach in-state field staff on field staff recruitment and training of field organizers.
- Create training content, and manage large scale field trainings.
• Analyze quantitative reports on field program progress to goal, and provide recommendations on how to improve program.
• Lead the DLCC’s aggressive national Get Out The Vote operation.
• Make resource allocation recommendations to the VP of Campaigns & Analytics.
• Report on field progress to goal to members of leadership.
• Encourage the flow of information to and from states and throughout the State Campaigns team.
• Collaborate with other State Campaigns Team staff to ensure maximum efficiency within the team and within caucuses campaigns.

Expected Outcomes

• All field plans and efforts are strategically planned, coordinated, and executed, and are aligned with the efforts of the rest of the State Campaigns team.
• Sophisticated campaign tactics are integrated into legislative races in key chambers.
• Services are deployed to the most winnable/targeted campaigns, also with a focus on forward building long-term capacity.
• A high level of support is given to legislative caucus and legislative campaign field directors, making measurable impact in targeted chambers and races.
• All field staff and volunteer trainings and training materials are informative, effective, and accessible.
• DLCC is a critical part of the field strategy and plan implementation for targeted state legislative campaigns.
• Projects led by the National Field Director are in alignment with the DLCC’s strategic mission and goals.

Qualifications

• At least three cycles of electoral campaign field experience.
• At least two cycles managing staff.
• Experience working with state legislative caucuses/campaigns is a plus but not required.
• Experience with VAN/VoteBuilder.
• Proficiency in Excel and/or Google Sheets.
• Experience designing field training curriculums and conducting trainings.
• Comfort with a rigorous travel schedule.
• A strong commitment to electing democratic candidates.
• Must be highly organized and capable of multitasking and delegating.
• Shares our commitment to electing state legislative Democrats.
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 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 up to 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 National Field Director position is $90,000-$110,000, commensurate with experience. 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(at)dlcc.org by February 29th, 2020. The DLCC will review and consider applications on a rolling basis, and may review and consider 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 February 29th, 2020. Reference “National Field Director” and your name in the subject line. No calls, please.

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.