



## **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.

## **Regional Campaigns Team Lead**

The DLCC is seeking two Regional Campaigns Team Leads to join our State Campaigns team. As we gear up for the critical 2020 elections, each Regional Campaigns Team Lead will be responsible for directing and coordinating the work of one of two regional campaigns teams with the goal of winning critical legislative races for Democrats in key battleground chambers. This is not a routine 9-to-5 job -- 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 a strong base knowledge of specialized campaign fields (like data, digital, field, etc), but the foresight and people-skills to work with stakeholders and across departments to bring strategic recommendations to life.

Regional Campaigns Team Leads report to the Vice President of Campaigns & Analytics and are coordinated-side positions based in Washington, DC. Regional Campaigns Team Leads are cycle positions through December 4, 2020.

Regional Campaigns Team Leads are expected to model the values of the DLCC:

- Credibility
- Teamwork
- Results Driven
- Risk
- Inclusive

## **Responsibilities**

- Oversee and direct a Regional Campaigns Team comprised of communications, field, data, and research staff.
- Collaborate closely with Regional Political Directors to track information and strategically deploy resources into targeted state legislative campaigns and caucuses.
- Work closely with Department Heads to assess campaigns, including their ability to develop campaign plans, and identify opportunities for intervention and improvement on campaigns.
- Manage the deployment of Regional Campaigns Team staff to battleground chambers and campaigns for trainings, to fill capacity gaps, and to help with GOTV efforts.
- Obtain and synthesize information from Regional Campaigns Team staff, campaigns, and caucuses and report relevant information to senior leadership.
- Maintain precise and up-to-date knowledge of political and campaign dynamics within targeted regions.
- Assess needs and offer strategic guidance to campaigns and caucuses.

### **Expected Outcomes**

- The DLCC is able to make measurable impact in targeted chambers and races.
- Sophisticated campaign tactics are integrated into legislative races in key chambers.
- Campaign efforts are strategically planned, coordinated, and executed.
- Services are deployed to the most winnable/targeted campaigns, also with a focus on forward building long-term capacity.

### **Qualifications**

- At least three cycles of electoral campaign experience.
- At least one year of electoral campaign management and budget management experience.
- Experience working collaboratively on a team of diverse skill sets and experiences.
- Familiarity with campaign data, digital, field, communications, and research operations, with more in-depth knowledge in at least one of those areas.
- Excellent written, verbal, and interpersonal communication skills.
- Ability to manage multiple projects simultaneously and prioritize tasks appropriately.
- 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 25% 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 Regional Campaigns Team Lead position is \$85,000-95,000, commensurate with experience. This is a cycle position through December 4, 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](mailto:jobs@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 "Regional Campaigns Team Lead" 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.

