

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 and winning Democratic control of chambers, 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.

Senior Advisor and Independent Expenditure Director

The Senior Advisor and Independent Expenditure Director will design and direct all aspects of the DLCC's independent spending efforts, collaborate with state and Washington-based national partners interested in winning or defending state legislative majorities through independent spending, and serve as a proactive advocate for the organization and its work with targeted public audiences.

The Senior Advisor and Independent Expenditure Director reports to the Deputy Executive Director, is a member of DLCC's senior leadership team, and is expected to contribute to organizational stewardship. This position is located in Washington, DC.

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

- Transparency
- Credibility
- Initiative
- Teamwork
- Focus on results

Responsibilities:

Independent Expenditure and Accountability Strategy and Management

- Inform and align the IE strategy with the DLCC's overall political and organizational strategy and establish the IE interests, as permitted by law, with various audiences including staff and donors.

- Collaborate, as permitted by law, with internal and external partners to ensure there is a shared understanding of the best paths to victory in target states and position DLCC as a strategic leader in the national IE space.
- Create and manage internal and external firewall policies on a state-by-state basis.
- Manage and analyze data and political intelligence to identify targets.
- Manage IE staff and consultant teams.
- Collect and disseminate, as permitted by law, political information and intelligence throughout the cycle.
- Create and align IE and Accountability fundraising strategy in collaboration with National Finance Director and maintain accurate, actionable knowledge of state campaign finance laws and DLCC fundraising and expenditure options.
- Design a strategic budget, in collaboration with National Political Director, to win chambers, ensure all IE spending is aligned and not duplicative of other in-state or national efforts, and operate programs within the approved budget.
- Work with operations, legal, and consultant teams to ensure communications are factually accurate and meet all legal requirements, including payment and filing deadlines.

Relationship & Partnership Management

- Establish priorities and practices for maintaining strong, mutually beneficial relationships with current and prospective partners and allies, and drive partner priorities and ensure information needs are met through timely updates on DLCC's IE plan and priorities.
- Conduct or facilitate partner/ally meetings and call time to inform partners about evolving legislative IE landscape.
- Shape targeted in-state tables to operate with best practices.
- Represent the DLCC at national and in-state tables and with key targeted audiences.
- Track allied group IE engagement in state based political and accountability work.
- Support alignment of progressive groups, allies, and legislators around state legislative IE priorities and programs.

Redistricting

- Track redistricting process by state with an emphasis on state legislative lines.
- Focus in state and national allies with an eye toward the redistricting process and progress toward maximizing legislative opportunities ahead of redrawing districts in 2021.



- Identify ballot measure opportunities and advise the DLCC on strategic investments and involvement.
- Liaise with outside redistricting focus organizations, which includes but is not limited to National Democratic Redistricting Committee, America Votes, and NCSL.

Organizational Leadership

- Serve as a leader in Senior Team and throughout the organization.
- Share programmatic information as soon as permitted by law with DLCC's Senior Team and staff.
- Serve as a proactive advocate for the DLCC.
- Other duties as assigned.

Expected Outcomes:

- The DLCC has a set of national and in-state legislative IE table best practices.
- The DLCC has increased influence with national IE partners.
- The DLCC has increased access to donors who typically engage on independent side.
- The DLCC and its IE program work is recognized as influential and innovative.
- The DLCC has a comprehensive legislative redistricting plan.
- DLCC's mission, vision, and strategy is understood by all team members.
- DLCC's Senior Team members are prepared to lead and participate in informed discussions and decision-making processes that seek ideas and perspective from other team members, contribute to the success of their own and other departments, and adjust tactics and strategy that prioritize organizational success.
- DLCC's mission, vision, and strategy is reflected in departmental and individual objectives and targets.

Experience:

- Minimum of 10 years of political experience, including but not limited to: managing political campaigns, developing political strategy, leading progressive organization engagement in political activity, and engaging collaborating with other organizations to effect political change.
- Experience with state legislative politics is preferred but not required and sharing our commitment to electing state legislative Democrats is required.
- Knowledgeable about institutions and groups engaged in state legislative politics is highly desirable.
- Authentic relationship builder able to build trust and deliver on mutually beneficial outcomes.



- Clear and persuasive communicator, able to distill challenging topics and engage attention and move people to action.
- Strong collaborator capable of getting the best results with a senior team of research, data, operations, legal, and political peers.
- Thoughtful, innovative political strategist able to learn quickly, challenge one's own and other's thinking to get the best results.
- A working knowledge of the redistricting process and its impact is very beneficial.
- Experience managing both staff and consultants.

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 Senior Advisor and Independent Expenditure Director include:

- While performing the duties of this job, the employee will be frequently required to communicate using the telephone, email, and in person with stakeholders (including public speaking and meeting facilitation).
- Specific vision requirements for this job include editorial review of digital and designed work products as well as data analytics in various proprietary software platforms.
- This position will require the employee to frequently travel across the country to meet with stakeholders as well as attend meetings and conferences offsite.

How to Apply:

Salary is commensurate with experience and qualifications, within the approved salary band for this position. 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 February 15, 2019. Please reference "Senior Advisor and Independent Expenditure Director" 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.

