

Democracy for America: Field Director

Founded by Governor Howard Dean, Democracy for America is a grassroots powerhouse working in all 50 states to change our country and the Democratic Party from the ground up. We support, train and hold accountable progressive candidates and elected officials. Our one million members (and growing!) are active in local and national issues as well as valuable electoral races, and we provide the campaign training, expertise, organizing resources and media exposure needed to make their voices heard.

The Field Director is responsible for supporting Democracy for America members as they take action to drive the progressive movement. The Director must understand how to connect with grassroots activists to engage, energize, and empower their work toward local and national goals. This position requires an individual who is organized, creative and proactive. The person must be able to consistently assess and innovate DFA's national field program and internal field administrative responsibilities. The position is people-oriented and requires someone who is personable, upbeat, and possesses excellent written, verbal and phone communication skills. The Field Director is a member of a highly motivated team of DFA leaders, responsible for the strategic direction of the organization overall.

The Field Director reports to the Chief of Staff and the Executive Director.

Responsibilities Include:

- Develop, plan and execute a strategic national field plan that engages DFA's members and reflects organizational priorities
- Supervise two field organizers at headquarters and potentially more satellite organizers based on campaigns or issues
- Perform staff evaluations with a focus on skill development, action priorities and exceeding goals
- Support local groups, local group leaders, and active member actions by developing systems and tools to meet their needs
- Collaborate with other DFA directors to ensure the field department is supporting and enhancing organizational goals
- Conduct aggressive outreach program to activists; soliciting feedback and providing them with more tools, access, training etc
- Proactively and creatively propose changes to the field program
- Coordinate with other organizations to maximize effectiveness for actions

Qualifications:

- Passion for and demonstrated commitment to progressive change required, demonstrated ability to break new ground a plus
- Two years plus of strategic field organizing for political campaigns, PACs or advocacy organizations
- Minimum two years of staff oversight and collaboration, with an emphasis on leadership, skill development and accountability
- Effective recruiter – can build a team from scratch and is liked and respected by colleagues and aides
- Working knowledge of basic web applications such as HTML, CSS, and Javascript
- Visionary – thinks about the big picture, can anticipate and address future trends
- Excellent communicator – doesn't dominate a conversation yet isn't afraid to fully participate in high-energy group discussions, can connect with individuals and large groups
- Strong planning, prioritizing and problem-solving skills
- Team Player – enthusiastically pitches in to help out a colleague
- Results-oriented with a proven track record of exceeding goals
- Flexibility, political savvy, grace under pressure, and a sense of humor
- Excited to do whatever it takes – work long hours, occasional weekends and travel
- Experience managing effective online organizing is a plus

Democracy for America and this position are located in Burlington, VT. Salary is commensurate with experience. Benefits include healthcare, paid vacation and holidays, sick leave, a fun and dynamic work environment, and the chance to make real change happen.

To apply please fill out an application at www.democracyforamerica.com/field_director, and email a resume and cover letter to careers@democracyforamerica.com.