



Carolina Federation Seeks Lead Organizers - Triad and Southeast

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About the Carolina Federation

[The Carolina Federation](#) is a statewide organization that brings local people together across race and the rural-urban divide to build political and electoral power in their own communities and across North Carolina. We are hiring two Lead Organizers to lead our efforts to grow grassroots political power in county level chapters across North Carolina.

At a time when the right-wing still holds power in North Carolina and far too many campaigns overlook the importance of long-term investment in local communities, we are developing a bold approach to multi-racial organizing and voter engagement for our state. Our approach to building power is defined by our relentless commitment to bringing new people into political action, our deep investment in local leadership and our intentional integration of cultural work with community and electoral organizing. By unleashing the full potential of our diverse communities we can create real change in the lives of our people, win elections that were previously unwinnable and transform the political terrain. By rooting ourselves in our movement traditions, our grassroots democratic practice and our solidarity with each other, we can dismantle the concentrated corporate power that seeks to control our government and our economy.

Our Challenge and Opportunity

Over the past two years, the Carolina Federation has launched three new county-based chapters, trained hundreds of member leaders in our core organizing principles and built the largest volunteer-driven electoral effort in North Carolina outside of the major political parties.

In 2021, we are challenged with supporting new and existing local political organizations to grow their own leadership and political power as we emerge from the shadow of global pandemic and a critical 2020 election. Our ability to support local leaders to grow their own power to transform their communities will be put to the test, with direct consequences for the people of North Carolina.

As organizers, we know that our political power is built at the grassroots. Our ability to support local leaders to build this grassroots political power in their counties will be *the* key determinant of success for our vision of progressive governance across our state.

North Carolina remains a key national battleground between the white nationalist infused right-wing and our vision of multi-racial, progressive left populism. Our ability to harness our grassroots political power in the electoral arena will directly influence whether North Carolina successfully follows the path of Virginia and Georgia -- contesting not only for the survival and flourishing of our own people but also for the future of the South and of our nation.

About the Lead Organizer Position

In this moment of both challenge and opportunity, we are looking to bring on two (2) experienced Lead Organizers to guide our grassroots political power building in the Triad and the Southeast.

We are seeking Lead Organizers who would:

- be thrilled to be part of growing and innovative independent political organization
- fit our culture of courageous leadership and playful camaraderie, and
- share a deep love for people and a ferocious commitment to power and transformation.

These two positions will be the beating heart of our statewide base-building efforts, responsible for leading the innovation, implementation and expansion of our county-level work, while supporting and developing our talented county-level organizers and their exceptional member leaders.

Broadly, each Lead Organizer will be responsible for the following:

- Direct supervision of county-level organizers with weekly check-ins, regular coaching and deep attention to their development as movement leaders.
- Facilitation, coordination and development of county-level member leadership teams.
- Support for member-led issue and electoral campaigns at the county and statewide levels.
- Significant involvement in the formation of one to two new county-level chapters.

The Lead Organizers will report to the Organizing Director.

Qualities We're Looking For In Our Lead Organizers

Our organization values the recruitment of staff with strong political alignment and key leadership qualities that match both the role and the kind of work we do. This is because we believe that skills and competencies can be taught, while values, alignment and leadership qualities are more deeply ingrained. Because the work we do is political, fast-paced, deeply relational, and about power, we look for many of the following qualities:

1. **Politically Clear:** You know why building power through elections, issue campaigns, and transformative organizing is essential. You are convinced that racial, economic, gender, and environmental justice are what we need and you lift up the leadership and dignity of working-class people and people of color.
2. **A Leader Who Unleashes More Leadership:** You take responsibility for motivating others, coordinating effective collective action and building powerful teams -- even in the face of obstacles. But most of all you unleash leadership in others, igniting responsibility and ownership in those you lead.
3. **Interdependent:** You bring your best, rely on the strengths of others and know that we are responsible for each other's well-being.
4. **Courageous and Determined:** You draw from deep values and beliefs so you continue to take action towards goals, even in the face of change, fear, loss, conflict, and uncertainty
5. **Ambitious, Innovative, Relentless:** You believe that you and others are capable of greatness. You believe not only that we can win *but that we have a duty to win*. When things get difficult you get creative and keep trying and learning until we succeed.

The Skills and Competencies We're Looking for in Our Lead Organizers

These are the skills and competencies that we are looking for in our Lead Organizers. Because these two positions will require close collaboration with our experienced county-level organizers and highly engaged member leaders, we see these skills as core prerequisites for success in this position.

1. **Supervision:** Experience advising, coaching and managing staff organizers, providing clear direction and support that enables their success and the success of their teams and organizations
2. **Base Building:** Experience bringing others into community organizations and issue campaigns including growing participation and membership base, especially communities of color and working class communities. Experience in designing base-building efforts is especially welcome.
3. **Local Campaign Development:** Experience designing and implementing in two or more issue campaigns that combine short-term goals for winning specific victories with long-term goals for winning power for our people.
4. **Training and Leadership Development:** Experience leading skills trainings for community members for their leadership development and organizing skills, experience in encouraging deeper engagement and learning from staff and members and experience identifying areas for new learning and development among staff and leaders.

Benefits and Compensation

These are full-time, salaried positions at \$55,000 to \$65,000 annually, based on equity, experience and qualifications.

Excellent benefits include comprehensive medical, dental, vision, generous paid time off, and support for professional development.

The Lead Organizers will report to our Organizing Director and will supervise chapter organizers.

Location and Travel

Candidates for these positions must be willing to relocate to or travel on a daily basis to Greensboro and Winston Salem (Triad Lead Organizer) or Wilmington and Fayetteville (Eastern NC Lead Organizer). These positions will require some availability during the evening and on weekends.

How to Apply

Please upload a cover letter, resume, and at least three references to jobs@carolinafederation.org by Thursday, October 7.

In your email or cover letter, please include how you heard about this position.

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