



## **Carolina Federation Distributed Organizer Job Description**

[Click Here for Weblink](#)

*The Carolina Federation seeks a Distributed Organizer to lead our remote organizing program for the 2022 primary elections.*

### **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.

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.

While we are incredibly proud of these successes, we also know that the work of our first two years is only the beginning of our effort to fundamentally change the direction of 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. With right-wing Republicans still firmly entrenched in the North Carolina General Assembly, we know that breaking the right's governing power is necessary but not sufficient. *In order to win a North Carolina that works for the many, not the few, we will need to organize a massive voting block of the multiracial working class; build a shared vision for our state's future; then recruit and elect candidates committed to that vision.*

We know that we are contesting not only for the survival and flourishing of our own people but also for the future of the South and of our nation.

### **Distributed Organizer Responsibilities**

In this moment of both challenge and opportunity, we are looking to bring on a Distributed Organizer to lead our remote organizing work through the 2022 primaries.

In 2020, our distributed organizing program was responsible for over 60,000 conversations with voters in North Carolina. Our team achieved this by organizing a movement of over 2,000 remote volunteers to connect with people by phone and by text.

In 2021-2022, we understand that our ability to move tens of thousands of votes through distributed organizing will be essential if we want to elect our multiracial populist slate and advance our People's Platform. This program must and will work alongside the deep, long-term, place-based organizing in our chapters.

We are seeking one Distributed Organizer 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.

Broadly, the Distributed Organizer will be responsible for the following:

- Leading large-scale remote phonebanks (often 50 or more volunteers) for our slate of candidates
- Building remote volunteer teams to hold the work of recruitment, confirmation calls, trainings, and technology
- Coordinating our statewide text-banking work
- Holding relationships with out-of-county and out-of-state volunteer groups
- Potentially organizing large-scale events to recruit volunteers and raise funds for our electoral work
- Stepping into other responsibilities as needed to support the overall Movement Politics program

## Distributed Organizer Position Details

This is a full-time, salaried position with a compensation range of \$45,000 to \$50,000 a year equivalent (based on experience), as well as employer-based healthcare. We are hiring a Distributed Organizer for the 2022 primary.

- Ideal Start Date: Early November, 2021
- Position Guaranteed Through: March 8th, 2022
- Possibility of staying with the team in this or another organizing role after the primary, depending on staffing needs and electoral outcomes.

The Distributed Organizer will report to the Movement Politics Director at the Carolina Federation. Support structures will include a weekly one-to-one; daily team check-ins; and regular training, coaching, and debriefs.

As our electoral work heats up, this position will require the challenging schedule of most political campaigns, with six-day weeks that include Saturdays and Sundays, work hours lasting into the evenings, and even longer weeks and days in the final Get Out The Vote period. We know from experience that this level of rigor and discipline is necessary when we are up against entrenched corporate interests that deploy vast resources and ruthless tactics against our movements. It is important to us to be honest about the intensity of this work, at the same time as we strive to build the structures for our team to have meaningful support and real opportunities for rest.

This is a remote role.

## Qualities We're Looking For In Our Distributed Organizer

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 Distributed Organizer**

These are the skills and competencies that we are looking for in our Distributed Organizer:

- A core commitment to building power through elections, issue campaigns, and organizing, centered around the leadership of working-class people and people of color.
- An ability to move others to take collective action to achieve shared purpose.
- Familiarity with (or ability to learn) digital organizing tools, including Zoom, mass text, automatic dialer, and Facebook.
- Willingness to be flexible, identify needs or gaps in our program, and solve problems as they come up.
- A desire to learn and grow as an organizer and a leader.

### **How to Apply**

Please upload a cover letter, resume, and at least three references to [gabe@carolinafederation.org](mailto:gabe@carolinafederation.org).

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