

Data Organizer Position

Carolina Federation and Down Home North Carolina

The Carolina Federation, in partnership with Down Home North Carolina, is seeking a full-time data organizer to guide and support the development of grassroots political power across North Carolina.. This position will directly support the data organizing for existing and emerging county-level political organizations in at least eight North Carolina counties, as well as providing data support to several aligned statewide organizations.

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 holds power in our state and far too many campaigns overlook the importance of long-term investment in local communities, we are developing a bold approach to organizing and voter engagement for North Carolina. 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. This 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.

About Down Home North Carolina

Down Home NC is founded on the belief that small towns and rural areas cannot be ignored if we want to see progressive change at the state and national level. We are dedicated to building power for the multi-racial working class in small town and rural North Carolina. Through our network of member-led, county-based chapters, we are engaged in year-round organizing, leadership development, multi-racial movement building, and civic engagement. We are unique in our focus on building permanent progressive infrastructure in North Carolina's rural places. In 2018, Down Home NC helped break the supermajority in the NC state house by flipping a rural Appalachian district, part of our midterm effort that spanned three state house districts and knocked more than 23,000 rural doors.

Our Challenge

In 2019 and 2020, we are focused on supporting new and existing local, grassroots political organizations to grow their own leadership and political power. The challenge in front of both the Carolina Federation and Down Home North Carolina is how to support grassroots leaders in

forming and growing powerful local political organizations that can transform their communities and have meaningful impact on local and state elections in 2019 and 2020.

As we move into 2020, when we must contest not only for local political power, but also for the future of the state and the nation. North Carolina will be a key battleground between the right-wing and our vision of multi-racial, progressive populism. Our ability to demonstrate the power of transformative organizing to move new people into action will be put to the test.

About the Data Organizer Position

In this moment of growth and opportunity for the Carolina Federation, Down Home North Carolina, and our allies, we are looking to hire a data organizer to support the growing data management needs for program work across the state.

We are seeking a data organizer who would

- be thrilled to help grow innovative political organizations across North Carolina
- fit our culture of courageous leadership and playful camaraderie, and
- share our deep love of people and ferocious commitment to power and transformation.

The data organizer will work directly with the organizing staff of the Carolina Federation and Down Home North Carolina to support multi-racial, multi-issue grassroots political power in our state. While our work is deeply relational at its core, we seek to utilize the most effective technical tools and tactics possible to build our membership base and reach voters in our communities. The data organizer's primary role is to support this continued integration of our data-driven electoral work with our relational organizing work.

Specifically, the data organizer will:

- Coordinate the overall data needs of the Carolina Federation and Down Home North Carolina, including their county-level affiliates / chapters, and provide support to aligned partner organizations
- Manage voter file access for designated staff and members. This will be done in collaboration with state-level data staff within the NC progressive infrastructure.
- Provide data and technical assistance to one or more closely aligned statewide organizations.
- Develop and lead data trainings for county-level affiliates / chapters and for aligned statewide organizations, in collaboration with state-level data staff within the NC progressive infrastructure.
- Providing close data support to the voter contact efforts of the Carolina Federation, Down Home North Carolina and closely aligned organizations, including canvassing, phone banking, texting and other voter contact methods.

- Alongside state-level data staff and organizational leadership, co-develop the 2020 voter contact plans for local county-level affiliates / chapters.
- Provide administrative support for county-level affiliates / chapters to manage and grow their membership base, including member outreach (CRM, etc.) and integration of member lists with the voter file.

What We're Looking For In A Data Organizer

These are the types of skills, competencies and qualities that we'd be looking for in our data organizer. We offer these as a broad outline; it is not necessary that applicants have experience in all skills and competencies:

- A commitment to building power through elections, issue campaigns, and organizing, centered around the leadership of working-class people and people of color.
- A commitment to interdependence -- bringing your best, relying on the strengths of others, the knowledge that we are responsible for each other's well-being.
- An attention to detail and timelines; an ability to execute complicated sequential steps with rigor and precision, often on a tight deadline.
- Ability to clearly communicate (with patience and humility) data-related information to audiences who may not have much data background.
- Experience with voter contact programs and experience in the use of data in candidate or issue-based campaigns.
- Familiarity with online electoral / advocacy tools and constituent relationship management (CRM) tools.
- Experience with spreadsheets and data manipulation.
- Experience leading skills trainings, meetings, town halls or other forums for member and community engagement.
- Experience advising and managing volunteer leaders and / or staff, providing clear direction and support that enables the success of others and builds their long-term commitment.
- Experience participating in a volunteer or staff capacity on an electoral campaign or a local issue campaign.

Supervision

This position will report directly to one of the co-directors of the Carolina Federation. This position will also have a secondary report to one of the co-directors of Down Home North Carolina.

This position will also receive regular, ongoing support from state level data staff within the NC progressive infrastructure.

Benefits and Compensation

This is a full-time, salaried position at \$40,000 – \$50,000 a year, based on equity, experience and qualifications. We currently offer a healthcare stipend and plan to transition to employee based health care in early 2020.

Location and Travel

This is primarily a remote position; however, the ideal candidate for this position would live in either the Triad or the Triangle regions of the state and be able to regularly travel to Greensboro, Burlington, Durham and Raleigh. Additional travel may be required to both Western North Carolina and Eastern North Carolina, especially during the 2020 electoral season.

How to Apply

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

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