



## **Carolina Federation**

### **Regional Organizer Position**

*Triad Regional Organizer*

#### **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.

Our long-term goal is a fundamental shift in the policies and rules that govern our state. We are building an independent political movement that forges a new political and economic agenda for North Carolina, rooted in a culture of dignity and belonging. Through our organizing, we can build permanent, progressive majorities at the local and state level.

Our approach is defined by a deep investment in local leadership, a relentless commitment to bringing new people into political action, the intentional centering of the leadership of people of color, and the integration of culture and relationship with community and electoral organizing.

Together we will realize the promise of a democracy that is truly of, by, and for all people.

#### **Our Challenge**

In 2019 and 2020, we are focused on supporting new and existing local political organizations to grow their own leadership and political power. The challenge in front of the Carolina Federation is how to support grassroots leaders in forming powerful local political organizations that can transform their communities.

We bring the lessons and strengths of successful political organizing in places like Durham County and Alamance County, as well as lessons from similar work around the nation. And we offer a structure and a road map for grassroots leaders to take the first steps towards power: building local organizing committees, recruiting core members, starting community surveys, and engaging in intensive leadership trainings.

This work is particularly important 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 progressives. Our ability to demonstrate the power of transformative organizing to move new people into action will be put to the test.

### **About the Regional Organizer Position**

In this moment of growth and opportunity for the Carolina Federation, we are looking to add one or more dynamic regional organizers to our staff team. We are seeking organizers who would:

- be thrilled to help grow an innovative political organization 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.

Our regional organizers will work directly with both our co-directors and our local grassroots leaders to develop new multi-racial, multi-issue local political organizations as affiliates of the Carolina Federation. Regional organizers will support these affiliates in their organizational structure, core member recruitment and intensive leadership development training. Through this work, regional organizers will also contribute to the continued development of the Carolina Federation's core leadership team and to the overall shared culture of our organization.

### **Qualities We're Looking for in a Regional Organizer**

Our organization places a priority on recruiting staff and leaders 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 the following qualities:

1. **Politically Clear:** You know why building power through elections, issue campaigns, and 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 and coordinating effective collective action, 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 and you believe that we can win so when things get difficult you get creative and keep trying and learning until you succeed.

If you fit these qualities, then you're a strong candidate for the regional organizer position because they guide our organization. And while there are some important skills that we are looking for (see next section) we believe these qualities are the foundation -- out of which skills and competencies can be developed.

### **The Skills and Competencies We're Looking for in a Regional Organizer**

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

1. **Base Building:** Experience bringing others into community organizations, issue campaigns and / or electoral efforts, growing participation and membership base, especially communities of color and working class communities.
2. **Leadership Development:** Experience supporting community members in their leadership development and organizing skills, encouraging deeper engagement and learning from our members while identifying areas for new learning and development.
3. **Local Campaign Development:** Experience designing and implementing in local issue or electoral campaigns that combine short-term goals for winning specific victories with long-term goals for winning power for our people.
4. **Training:** Experience leading skills trainings, meetings, town halls or other forums for member and community engagement.
5. **Supervision:** 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..

### **Benefits and Compensation**

This is a full-time, salaried position at \$40,000 – \$50,000 a year, based on equity, experience and qualifications. This position includes employer based health insurance and vacation / paid time off.

### **How to Apply**

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

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