

Communications Director

Job Description

Who We Are

Founded in 2022, the Partners In Democracy Group (PID) is a pair of nonpartisan nonprofit organizations (a 501c4 and a 501c3) committed to building a healthier democracy that delivers for everyday people.

At PID, we are building a cross-ideological, multiracial, and cross-sector movement to 1) renovate our political institutions and civic infrastructure so people have the tools they need to be responsible and effective citizens — and politicians have the incentives they need to deliver responsive and accountable representation and 2) heal our civic culture by reconnecting people to their civic experience, power, and responsibility.

For more information, visit the Partners In Democracy website, partnersindemocracy.us.

The Role

Partners In Democracy seeks its first full-time Communications Director to build public awareness and support around PID's mission of democracy renovation. The Communications Director will be responsible for the development and execution of a communications strategy that effectively conveys the concept and importance of democracy renovation to key stakeholders (including the public, elected officials, and current and potential donors) and advances PID's efforts to engage a cross-ideological coalition to heal our civic culture and advocate for the right to vote, the right to run, and the right to see and shape our communities. The Communications Director will report directly to PID's President & CEO.

What You'll Do:

Communications Strategy

- Develop a proactive communications strategy that advances PID's mission, tailored as necessary for diverse departments working on civic education, digital civic infrastructure, and organizing and advocacy at the state and national levels
- Develop messaging that communicates the importance of democracy, democracy renovation, and specific democracy reforms
- Identify and secure opportunities to drive the democracy renovation narrative in earned media and through collaboration with validators and surrogates
- Strengthen PID's position as a thought leader in the democracy renovation space in MA and nationally
- Identify and track key KPIs to measure performance and ROI

Strategic Implementation

- Oversee/own the development of communications channels and materials, which may include: press releases, social media, email newsletters, fundraising materials, reports, talking points and speeches, op-eds, and more
- Nurture strong relationships with press locally (MA), nationally, and in the democracy space
- Vet and prioritize incoming media requests and monitor the landscape to identify and secure additional comms opportunities
- Design compelling, brand-aligned graphics for print, email, and social media – or effectively manage part-time design contractor to do so
- Manage consultants as needed to achieve comms objectives

Cross-team collaboration

- Collaborate closely with CEO, COO, and Managing Partners to surface communications needs and support each department to communicate effectively
- Train staff on consistent brand messaging; ensure all messaging is clear and digestible

Keys to Success

All successful candidates for roles with Partners In Democracy will possess the following:

- Strong familiarity with and commitment to inclusion and belonging principles, or openness to learn and adopt these principles
- Commitment to lifting up the perspectives and priorities of the communities we aim to reach
- Keen awareness of how systems and processes can be built and revised to advance equity
- Openness to feedback and understanding that good ideas can come from anyone

Successful candidates for the Communications Director role will also possess the following:

- Ability to think strategically and proactively in order to identify and harness opportunities to drive PID's narrative
- A deep commitment to working across lines of difference and building a pro-democracy supermajority to advance and sustain renovation
- Sensitivity and discernment around the connotations of language and how words can code to be inclusive or exclusive towards different groups; ability to use language respectfully and responsibly in sensitive political environments and to reach/resonate with an inclusive, cross-ideological coalition
- Strong attention to detail and excellent organization skills; ability to successfully juggle multiple competing and time-sensitive priorities, including facilitating/managing workflows with colleagues and principals as needed
- Strong interpersonal and written communication skills
- Ability to speak precisely on the record and work directly with reporters
- Ability to handle complex and confidential information with discretion
- Competency using a variety of computer programs

If you believe that you qualify for at least 70% of this job description we encourage you to apply. We know that imposter syndrome and the confidence gap can prevent strong candidates from applying to a job unless they see themselves as a 100% fit. We would love to hear from you.

Important Details

- **Hours:** Full-time; 40 hours per week

- **Location:** Remote, with required frequent travel within Massachusetts and required occasional travel outside Massachusetts
- **Compensation:** \$95,000 salary, plus competitive benefits

This role is subject to a background check to the extent permitted by law.

EEO Statement

Our team is committed to equal employment opportunity (EEO). We will not discriminate against team members or applicants for employment on any legally-recognized basis ["protected class"] including, but not limited to: race; color; religion; genetic information; national origin; sex; pregnancy, childbirth, or related medical conditions; sexual orientation, gender identity and/or expression, age; disability; citizenship status; uniform service member status; or any other protected class under federal, state, or local law.

To apply

Please submit your resume and a statement of intent explaining why you are interested in the work of Partners In Democracy and in this role via our [application form](#). We will accept and review applications on a rolling basis until the role is filled.