

MA Organizing 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 a seasoned Organizing Director to lead and grow its community organizing in Massachusetts. The Organizing Director will report to the PID Massachusetts team lead (the Managing Partner for Strategy and Advocacy) and will manage a small team of community organizers. The Organizing Director's goal will be to build the multiracial, cross-ideological, and cross-sectoral "people power" required for a broad based, multi-racial, and cross-ideological democracy movement in Massachusetts.

What You'll Do:

- **LEAD** PID's organizing team in Massachusetts:
 - Plan and execute an organizing strategy that advances PID's goals toward a healthier democracy in Massachusetts

- Coach a small team of paid organizers and a growing group of super-volunteers to expand PID's people power by recruiting and engaging more volunteers in the Massachusetts democracy renovation movement.
- Bring your organizing expertise to strategic planning processes in partnership with the full PID Massachusetts team.
- **ORGANIZE** advocacy opportunities for people who join our democracy renovation movement in Massachusetts.
 - Work with the MA team to determine where PID should marshal people power to influence policy.
 - Organize those opportunities—including letter-writing campaigns, showing up at hearings, and public speaking opportunities, candidate trainings—with help from your team of PID organizers.
- **EXECUTE** on recruiting, onboarding, and deepening volunteer engagement in our movement within one region or set of cities within Massachusetts.
 - Serve as the lead organizer for one region or set of cities in the state: Recruiting and onboarding new volunteers, shepherding them through the onboarding and engagement process, and facilitating their activities.
 - Model to other members of your team what an excellent, effective volunteer network should look like in their regions. (The organizers on your team will each also be responsible for their own region or set of cities within Massachusetts.)

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 MA Organizing Director role will also possess the following:

- Rich and varied organizing experience in Massachusetts;
- Intrinsic motivation to build community and expand the circle of democracy renovators in Massachusetts, with a growing a cross-ideological, multi-racial, and cross-sectoral movement
- Passion for building bridges across lines of difference and organizing diverse communities toward common goals;
- Strong interpersonal and written communication skills;
- Ability to work independently, contribute to strategic thinking, and shape your own program within a broader organizational unit;
- Bilingual proficiency is preferred, especially in Spanish, Haitian Creole, Portuguese, Hmong, or Mandarin Chinese.
- Ability to handle complex and confidential information with discretion;
- Competency using a variety of computer programs, including volunteer databases.
- Connection to a region or set of cities within Massachusetts is preferred, though not required, for success in this role.

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.
 - Note: Although we are working remotely for the time being, this role *must* be based in Massachusetts, and it necessarily involves frequent travel within 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.