Kansas Democratic Party — Year-Round Organizing Director

Position: Year-Round Organizing Director

Type: Full-time, exempt
Location: Kansas (Topeka preferred), with statewide travel; hybrid/remote considered
Reports to: Executive Director
Start: ASAP

About the Kansas Democratic Party

The Kansas Democratic Party (KDP) is building durable, year-round organizing infrastructure to elect Democrats up and down the ballot. This role is responsible for strengthening local party capacity, expanding Democratic presence in every county, and building partnerships and programs that increase turnout.

Position Summary

The **Year-Round Organizing Director** will design and lead KDP's statewide organizing strategy that empowers county parties (including recruiting and launching county parties where none exist), precinct committee people, and constituency caucuses to reach voters and grow volunteer leadership. The Director will also build and manage key stakeholder partnerships (labor, community organizations, civic and faith leaders, allied groups) to expand KDP's reach and turn out voters.

This position blends coalition/relationship management, local political intelligence, and strategic planning with hands-on organizing systems, training, and performance management. The work is metrics-driven and relies on strong distributed leadership, relational organizing, and effective use of voter data tools. This is a permanent, non-cycle-based position.

Core Responsibilities

1) Local Party Empowerment (County Parties, Precincts, Caucuses)

- Build and execute a **statewide local capacity plan** to strengthen county parties, precinct committee people, and constituency caucuses through clear goals, training, and ongoing coaching.
- Identify counties with limited or no functional party infrastructure; **recruit local leadership**, support re-launch efforts, and establish sustainable organizing routines (meetings, voter contact, volunteer onboarding, leadership roles).
- Create toolkits and training pathways for local leaders (planning calendars, voter contact models, volunteer ladder of engagement, event/run-of-show templates, leadership development plans).
- Serve as a consistent liaison between KDP and local party organizations—ensuring local leaders have the systems and support to execute voter engagement plans.

2) Data, Tools, and Training (VoteBuilder/VAN and Distributed Organizing)

- Train and support local party leaders on **VoteBuilder/VAN** basics and best practices (targeting, lists, universes, data hygiene, tracking).
- Manage account creation and support requests within VoteBuilder.
- Establish program dashboards and reporting cadences; analyze results and adjust tactics to meet growth and voter contact milestones.
- Where appropriate, integrate digital/distributed organizing tactics and tools into the volunteer program.

3) Statewide Organizing Program Design and Execution

- Design and manage a **year-round voter contact program** that includes volunteer recruitment, persuasion, registration support where applicable, and GOTV readiness.
- Build a distributed volunteer leadership model (captains/team leads), including recruitment, training, coaching, and accountability.
- Develop scalable systems for volunteer onboarding, training, turf/shift management, and follow-up that local parties can maintain.

4) Partnerships and Coalition Building

- Develop and manage relationships with key stakeholders to expand reach and mobilization capacity (labor, advocacy organizations, community-based organizations, civic groups, faith communities).
- Coordinate shared turnout and engagement opportunities with aligned partners, including joint events, community meetings, and mobilizations.
- Track stakeholder landscape, identify opportunities and risks, and provide timely political intelligence to KDP senior staff.

5) Management, Accountability, and Cross-Department Coordination

- If/when applicable, hire, train, and manage regional staff/organizers and/or organizing contractors; implement clear benchmarks and accountability systems.
- Collaborate closely with Data, Operations, Communications, Voter Protection, and Finance to ensure the organizing program is properly resourced, measurable, and aligned with overall strategy.
- Produce regular internal reporting summarizing progress, challenges, and next steps.

Required Qualifications

- **4+ years or 2+ election cycles** of political, labor, electoral, or community organizing experience, including demonstrated success building volunteer leadership and delivering measurable voter engagement outcomes.
- Experience building systems to recruit, train, and support volunteer teams at scale; comfort managing toward clear numeric goals.
- Proficiency with VoteBuilder and strong reporting/data habits.
- Exceptional relationship management skills across diverse communities and stakeholder groups; strong written and verbal communication.
- Willingness to work nights/weekends as needed and travel statewide.

Preferred Qualifications

- Previous experience working with local party committees, constituency caucuses, or similar federated grassroots structures.
- Staff or volunteer team management experience (hiring, training, coaching, performance management).
- Experience in coalition tables/partnership governance and coordinated work across multiple organizations.
- Kansas political/organizing experience and familiarity with rural/suburban voter engagement strategies.

Working Conditions

This role is field-forward and relationship-heavy. Regular in-state travel is required. Schedules will vary from week to week and evening and weekend work will be common during peak organizing periods.

Compensation and Benefits

Salary: Commensurate with experience $65,000 - $75,000
Benefits: health/dental/vision insurance, 4 weeks PTO, US holidays off , mileage reimbursements for work related travel

How to Apply

Submit a resume and brief cover letter to matthew@kansasdems.org. Applications reviewed on a rolling basis until filled.

Equal Opportunity Employer

KDP is an equal opportunity employer and is committed to building a diverse, inclusive workplace.