



Political Campaign Coordinator Job Announcement

The Western Organization of Resource Councils seeks an experienced political and field manager to support the Grassroots Democracy Program by helping lead the Montana Rural Voters 2024 Program.

The Grassroots Democracy Program is the political arm of the WORC Network. It is a regional coalition of Rural Vote projects and Native Vote organizations that work together to elect candidates to champion issues that support rural, Indigenous, and BIPOC communities. We do this by identifying and training our member leaders to run for office, holding elected officials accountable throughout the year, and working to pass smart public policy to advance our issues at the state, local, and federal levels. We are working to build permanent infrastructure that stays strong and consistent throughout election cycles.

Montana Rural Voters is a project of WORC that is dedicated to the future of rural Montanans and believes rural Montana is worth fighting for. We work to raise the voices of rural Montanans to elected officials and candidates who will fight for vibrant communities where small business prosper and stay in family hands, there is a level playing field for farmers, ranches and producers, and clean air and water are protected.

This is an exciting time to step into a role that is at the forefront of rural political strategies in the West and lead MRV to their next level of civic engagement and electoral work in order to create a more representative and inclusive body of decision makers. The Political Campaign Coordinator will lead Montana Rural Voters 2024 field organizing strategies and program, including deepening our relationships and impact in rural communities across Montana.

The Organization

WORC is a powerful regional network of nine grassroots community organizations (our member groups) in seven western states with 19,935 members and 39 local chapters. WORC is nationally respected for its 44 years of winning campaigns on natural resources, food and farming, and many other issues through community organizing, policy advocacy, training, leadership development, voter engagement, and strategic communications. Our network is committed to ushering long-term, ground-up change by building grassroots power through base-building and leadership development.

Our member organizations are Dakota Rural Action (SD), Dakota Resource Council (ND), Idaho Organization of Resource Councils, North Dakota Native Vote, Northern Plains Resource Council (MT), Oregon Rural Action, Powder River Basin Resource Council (WY), Western Colorado Alliance, and Western Native Voice (MT).

The Position

The Political Campaign Coordinator is responsible for supporting the Grassroots Democracy Program. Primary responsibilities include:

- Directing the 2024 Montana Rural Voters Field Program
- Hiring and supervising a Montana Rural Voters Canvass Director and team of rural Political Organizers
- Supporting the coordination of Independent Expenditure programs in Montana
- Executing a candidate recruitment program that identifies strong leaders to run for office

Necessary Skills and Experience

- Personal commitment to WORC's mission and the principles of grassroots community organizing
- At least 3 years experience directing field operations, political campaigns, or organizing campaigns
- Familiarity with and working knowledge of voter files and databases
- Highly motivated, proactive work style and excellent organizational skills
- Excellent writing, speaking, and interpersonal communication skills
- Ability to work effectively with teams, as well as in networks and coalitions
- Demonstrated commitment to building personal and organizational equity
- Ability to travel and attend weekend or evening meetings

Desired Skills and Experience

- Experience with supervision and management
- Experience working with diverse rural community members, including Indigenous, Hispanic/Latinx and other communities of color, and poor and working class communities
- Knowledge of the West, its history, and current political climate

Specific Responsibilities (responsible for other duties as assigned)

Montana Rural Voters 2024 Campaign

- Work with the Montana Rural Voters Steering Committee and Staff Team to develop and execute a winning field strategy, including traditional and digital media program, various voter contact strategies, and independent expenditure campaigns
- Hire and supervise a canvass director and team of rural political organizers
- Recruit and coordinate volunteers
- Identify and recruit strong candidates to run for office
- Become familiar with and be a resource on state and federal campaign finance and election laws, ensuring all activities comply with applicable laws

Program Support

- Participate in Rural Voters' staff teams and steering committees where appropriate
- Assist with program communications to MRV steering committee, WORC board of directors, member groups, funders and donors on programs and priorities
- Advance political priorities through building and maintaining relationships with coalition members and leaders of allied organizations

Administrative

- Participate in staff meetings and retreats as appropriate
- Participate in staff teams as assigned
- Produce annual and monthly work plans, time sheets, and monthly board updates

Location and Work Environment

This position is based in Billings, MT. Our LEED platinum-certified building showcases green building strategies and technologies, and is a great place to work.

This position is a full-time, exempt position and reports to the Regional Political Director. This position is through 2024 with a potential to become a permanent staff position. The position requires some travel and flexibility, including evening and weekend calls and meetings, and frequent multi-day trips around Montana's rural communities. Generally, we offer our staff the flexibility to work some of the time from home, balancing that with the cohesion that comes from working in the office.

Compensation and Benefits

The salary ranges from \$55,000 - 60,000 depending on experience. Generous benefits include fully paid health and dental insurance, with optional vision insurance with a modest employee contribution; 20 paid vacation days; 12 paid sick and wellness days; ten paid holidays; flex time policy; three months of paid parental leave with the birth or adoption of a child; four days paid bereavement leave; policy to encourage the use of alternatives to fossil-fueled transportation by compensating employees for use of mass transportation and awarding up to three additional paid days off; cell phone use stipend; employer contribution to a retirement plan after one year of employment; and eligibility to apply for a sabbatical of up to three months of paid leave and three months of unpaid leave after five years of employment.

Equal Opportunity Statement

WORC is an Equal Opportunity Employer committed to cultivating and preserving a work environment built on equity. We welcome qualified people of all backgrounds and abilities to apply and will not discriminate based on race, color, religion, sex, sexual orientation, age, national origin, ancestry, citizenship, veteran status, disability, marital status, creed, or other non-job related factors protected by local, state, and/or federal law in hiring, promoting, demoting, training, transfers, layoffs, terminations, recommendations, rates of pay, or other

forms of compensation. For more information about WORC and to view our Equity Statement, visit our website at www.worc.org.

How To Apply

Please send a letter of interest and your resume to Leah Berry, Regional Political Director, at lberry@worc.org. In your cover letter, please tell us where you heard about the opening, what excites you about the job, and your preferred work location, as well as your most relevant experience, areas you may need to grow into, and any connections you have to WORC and the people in our network. For more information, please see www.worc.org.

We will review applications on a rolling basis and the position will remain open until filled.