

Political Director

Oregon Ranked Choice Voting



Compensation & Structure

- \$90,000 to \$120,000/year depending on experience
- Four-day workweek outside of campaign season
- Generous paid time off
- Exceptional health & dental benefits
- ~75% work-from-home (may change during campaign months) with full time office access, if desired
- Full time, exempt
- Reports to Executive Director

Summary

We are seeking an experienced Political Director to play a key leadership role in our efforts to advocate for ranked choice voting (RCV) in Oregon. As the Political Director, you will be responsible for organizational relationships - notably through supporting, growing, engaging, and diversifying our coalition. We are seeking candidates with existing relationships with organizations influential in Oregon politics (notably labor unions, community-based organizations, and culturally-specific groups) and a passion for electoral reform. The position requires a commitment through the November 2024 election at a minimum – though this position is planned to continue through 2028 contingent upon RCV being approved by voters in the 2024 election, and possibly beyond as we explore what is next.

About Us

Oregon Ranked Choice Voting is a 501(c)(4) organization seeking more democratic and equitable elections, primarily by enacting RCV at the local, statewide and federal levels. As the first vote-by-mail state, a pioneer in automatic voter registration, and in many other ways, Oregon is a national leader in elections. We believe that given the national unrest around elections and democracy, we must again help lead the way in transitioning to a smarter, more democratic elections system: RCV.

Oregon Ranked Choice Voting works on a coalition model – while we are also an active participant in public communications, electoral, and legislative work, we are focused on building and supporting a diverse table of allies to lead the way to enact these changes. In addition to RCV, we are actively engaged in supporting other reforms that enhance democracy, and working to ensure harmful reforms are defeated.

In 2023, the RCV coalition spearheaded the first ever successful statewide legislation in the country – something generally considered nearly impossible, and changing the narrative nationally in the election reform movement. The Oregon Legislature referred RCV to voters for November 2024 – we will be focusing primarily on this ballot measure through 2024, and the Political Director will play a pivotal role in this landmark success.

Primary Responsibilities

Political Strategy and Management:

- Manage a team of political staff, lobbyists, etc.
- Create and oversee our political and endorsement programs.
- Develop and implement a comprehensive political strategy to promote and advance RCV in Oregon.
- Build relationships with key stakeholders – including state legislators, party officials, advocacy organizations, and community leaders to garner support for RCV.
- Monitor and analyze the political landscape, identifying opportunities and challenges to inform the development of effective advocacy plans.

Coalition Building and Partnership Management:

- Foster relationships and collaborate with diverse coalitions, including community-based organizations, labor, and other advocacy groups to build a broad-based movement in support of RCV.
- Lead coalition meetings alongside the Coalition Chair and Executive Committee, coordinate joint campaigns, and facilitate collaboration among various stakeholders.
- Provide guidance and support to coalition partners, ensuring effective coordination and alignment of messaging and activities.
- Develop and implement grassroots organizing strategies to engage and mobilize supporters of RCV across the state through coalition partners.
- Lead our endorsement process, including identifying key endorsements, tracking coalition members' endorsement processes, and following through with needed materials and information.

Other:

- Track relevant legislation and policy developments, providing timely analysis and recommendations.
- Help identify and train coalition spokespeople for the statewide effort.
- Other duties as assigned.

Key Qualifications:

- Proven multi-cycle experience in political advocacy, campaign management, or political organizing
- Deep understanding of the political landscape and ballot measure process in Oregon.
- Excellent communication skills, both written and verbal, with the ability to articulate complex issues to diverse audiences.
- Demonstrated ability to build and maintain effective relationships with stakeholders and coalitions.
- Strong management skills and an ability to juggle multiple deadlines and responsibilities simultaneously
- A passion for democracy and for empowering marginalized communities

Additional Qualifications:

- An understanding RCV and other election reforms
- Excellent staff management skills
- Experience in grassroots mobilization
- Proficiency in digital organizing tools and data management systems
- Ability to work independently and collaboratively in a fast-paced, results-oriented environment

This position offers a unique opportunity to shape the future of electoral systems and empower voters in Oregon, and to play a key role in catalyzing the national pro-democracy movement. If you are a strategic thinker, a skilled organizer, and a passionate advocate for democracy, we invite you to apply to join our team as the Political Director.

Applying

Email mike@oregonrcv.org with “**Political Director Application**” in the **subject line**, and

- a **resume**,
- a **cover letter** that gives a concise overview of your qualifications