

## Training Director - All On The Line

### JOB OVERVIEW

The National Redistricting Action Fund, an affiliate of the National Democratic Redistricting Committee seeks a Training Director to design and implement training principles and curricula throughout the All On The Line campaign. The Training Director will aid in executing All On The Line's mission to raise awareness about the harmful impact gerrymandering has on policymaking, encourage participation in activities that defend democratic ideals, and increase grassroots engagement in every step of the redistricting process. The Training Director will help assess the needs of the campaign and address them by building robust curricula that will serve key knowledge and skill-building purposes for staff, volunteers, partners, elected officials and other stakeholders. They will also provide direction on programmatic strategy, collaborate cross-departmentally and give guidance to All On The Line State Directors.

### RESPONSIBILITIES

- Coaching and developing All On The Line staff to ensure campaign principles are utilized in every aspect of the organization
- Setting, in coordination with All On The Line leadership, the overall vision of training programs
- Creating and managing a strategy to ensure volunteers, elected officials, and other stakeholders receive state specific programming that align with the campaign mission and build long term power
- Designing curricula that can be deployed by partner trainers
- Ensuring all training programs and outcomes meet or exceed qualitative and quantitative goals
- Helping plan and define the scope and strategy of the All On The Line campaign nationally
- Providing guidance to staff, grassroots advocates and partners on how to achieve All On The Line's objectives in various states
- Building systems that aid in measuring the success of training efforts
- Working collaboratively with various stakeholders to engage the campaign in efforts working to ensure a fair and accurate 2020 Census

### QUALIFICATIONS

- Experience in strategic planning and program design and implementation

- Experience assessing the training needs of an audience and creating successful training programs to achieve specific goals
- Experience designing and delivering interactive, engaging training curricula
- Proven ability to solve complex issues quickly and to work across multi-layered organizations
- Previous experience building and maintaining collaborative relationships
- Demonstrated experience working in and building relationships in diverse communities
- Previous non-profit, electoral or advocacy campaign, and/or state legislative experience preferred
- Excellent written and verbal communication skills
- A good sense of humor and a strong commitment to making the world a better place
- Other duties as needed

Salary will be commensurate with experience. NRAF offers a generous benefits package, including health insurance, vacation, sick leave, and holiday schedules. The position is a full-time, exempt position based in Washington, D.C.

Women, people of color, and persons with disabilities strongly encouraged to apply.

#### **EQUAL OPPORTUNITY & DIVERSITY POLICY**

The NRAF is committed to building a staff that reflects the diverse communities that make up our country. The NRAF prohibits discrimination of employment, promotion, compensation, terms, conditions, or privileges of employment on the basis of gender, disability, race, age, national origin, color, creed, sexual orientation, sex (including marital and parental status), gender identity and expression, religion, economic status, ethnic identity, veteran's status, or any other basis prohibited by applicable law. This policy covers all programs, services, policies, and procedures of the NRAF, including opportunity for employment and treatment as a NRAF employee. The NRAF is an equal opportunity employer and will comply with all applicable laws prohibiting discrimination in employment.