

Deputy States Director

JOB OVERVIEW

The National Redistricting Action Fund (NRAF) and affiliates including the National Democratic Redistricting Committee and National Redistricting Foundation, seeks a Deputy States Director to assist in managing the States Team to best accomplish campaign objectives. The Deputy States Director will aid in executing All On The Line, a campaign of NRAF'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 Deputy States Director will directly oversee and be responsible for the South and West regional states, and will assist in strategic planning, and tactical execution including advocacy, communications, and political work. They will also work closely with and collaborate on projects across departments to provide the entire organization and the States Team with the tools they need to achieve success. This position has five direct management reports, including the State Directors of Arizona, Colorado, Florida, Georgia, and Texas. This position reports to the Director of States.

RESPONSIBILITIES

- Manage and collaborate with state staff to achieve optimal results in pursuit of the organization's mission
- Work collaboratively with other departments to support state staff including managing communication between and amongst organizational departments to deliver results in the West and South states
- Work closely with the States Team in headquarters to set organizational priorities
- Help to formulate and execute strategy to fit the needs of individual states
- Brainstorm and assist in executing tactics to align with state priorities in the West and South
- Other duties as needed

QUALIFICATIONS

- Experience in people management required
- Experience in project management including the ability to anticipate project needs and implement systems to address those needs
- Excellent written and verbal communication skills
- Excellent organizational skills and an ability to multitask
- Proven ability to solve complex issues quickly, creatively, and to work across multi-layered organizations or institutions
- An ability to work independently but also in close collaboration with a team
- Previous experience building and maintaining collaborative relationships with teammates, principals and partners at colleague organizations, etc.
- Demonstrated experience working in and building relationships in diverse communities; a commitment to diversity, inclusion, and racial justice is important
- Previous non-profit, electoral or advocacy campaign, and/or state legislative experience preferred

- A good sense of humor and a strong commitment to making the world a better place

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 once standard in-person working resumes. Women, people of color, LGBTQ-identified people, and persons living 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.