



**Coalitions Director  
Ohio Democratic Party  
Columbus, Ohio**

### **ABOUT OHIO**

Over the next two years, the Ohio Democrats will build an organization to win highly consequential elections up and down the ballot. With new leadership comes a new vision for our Party, refocusing on the core fundamentals that move the needle. ODP is building back better as a focused, modern, and nimble force to elect Democrats statewide now and in the future.

Ohio must re-elect Senator Sherrod Brown in what will be the nation's top targeted race in 2024. The battle to maintain the Senate majority will be fought in Ohio. 2024 also offers the chance to take control of the Ohio Supreme Court, make gains in the state legislature, and defend three battleground congressional seats under new legislative maps.

### **ABOUT THE OPPORTUNITY**

**Ohio Democrats seek** a talented, passionate professional to oversee coalition-building, organizing, and volunteer development across key constituencies, identity groups, and issue communities. In particular, this role will interface with and grow the party's constituency caucuses, which are groups of volunteers and activists who organize around a common experience. These include the Young Democrats, College Democrats, Young Black Democrats, Women's Caucus, Veterans & Military Community Caucus, Hispanic/Latino Caucus, Asian-Pacific Islander Caucus, and others. This role will also help launch caucuses for LGBTQ Ohioans, for small-town & rural Democrats, and support local grassroots, progressive, and Democratic clubs and organizations.

### **ROLE OVERVIEW**

- Empower volunteer leaders while aligning caucus objectives with overall party and campaign goals, partnering to design and implement programs for membership growth and capacity-building for community events
- Conduct monthly check-ins with caucus leadership teams and help them execute meetings and plans
- Develop services and processes for multiple caucuses to build organizational infrastructure (e.g., membership/list management, meeting tools, campaign resources)
- Devise and implement programming to engage diverse constituencies and serve as a liaison to grassroots community leaders, with a particular focus on Black Ohioans
- Serve as a key member of and contributor to the overall Party Affairs department
- Other duties as assigned

### **QUALIFICATIONS**

- At least 3 years of paid or volunteer experience in organizing volunteers or community members around issues or Democratic campaigns, planning events, and advocacy and civic programming
- Ability to internalize priorities and sensibilities of multiple diverse constituencies
- Capable of using tools like VoteBuilder, Mobilize, Zoom, CRM systems, and others to implement basic organizing, training, and direct voter contact programs



- Skill and confidence to engage with leaders and lead meetings for large groups
- Reputation for leading with integrity, making decisions with the input of appropriate stakeholders, and avoiding side-taking in intra-group disputes
- Comfort with accountability to written plans and weekly/monthly goals and metrics
- Willing to travel to meetings and events around Ohio 2-3 times a month and work on average one evening a week

#### **CORE COMPETENCIES**

- Excellent in interpersonal and customer service skills
- Multitasker - Able to juggle multiple activities yet not lose focus on top priorities or let something slip through the cracks
- Exceptional time management and organizational skills with the ability to manage multiple projects and competing priorities
- Committed to the values and practices of a diverse, equitable, and inclusive workplace with the ability to take feedback and learn
- A passion for training - developing leadership of staff and volunteers is second nature.

#### **PERSONAL CHARACTERISTICS**

- Passionate and thoughtful about what and how they do work and whom they work with
- Resilient, resourceful, and adaptive to priority shifts and change (big and small)
- Kind but willing to apply soft elbows when needed
- Realistic but positive in outlook, not ego- or turf-driven, able to focus on opportunities when faced with challenges
- Collaborative by nature
- Fully invested in the success of Ohio Democrats

**The salary will be commensurate with all other deputy directors at \$6,000 per month and full benefits including PTO as needed, health insurance and optional vision and dental insurance. The hourly expectation will fluctuate depending on the campaign cycle, but will be a minimum of 40 hours per week. Housing will not be provided.**

**To apply, please fill out this form: <https://forms.gle/c54SkHSj7MeYyuym8>**

Ohio Democrats recognize our success requires a diverse mix of talented people. We are focused on building a staff that is diverse of race, gender and gender expression, sexual orientation, religion, ethnicity, national origin and all the other fascinating characteristics that make us different. Candidates of color, women, LGBTQIA, and more are encouraged to apply.