

RANK THE VOTE

National Organizer

About Rank the Vote

Rank the Vote and Rank the Vote Action are non-partisan organizations dedicated to empowering activists to build grassroots movements for electoral reform. With over 30 partner organizations, we support campaigns advocating for **ranked choice voting, proportional representation, open primaries, and fair districts** at local, state, and federal levels.

About the Role

The **National Organizer** will be a remote full-time employee responsible for managing a portfolio of state organizations, with a focus on states that are currently working on ballot initiatives or planning campaigns for the near future. Working hand-in-hand with grassroots leaders, the National Organizer will ensure strong volunteer leadership on the ground; high-performance execution of each states' monthly signups, fundraising, and endorsements goals; and healthy management, communications, and organizing practices from top to bottom. The National Organizer will also lead the development of volunteer and voter data management practice.

Responsibilities

- Work closely with volunteer leaders and state partner staff to ensure they are executing our movement methods effectively.
- Help State Partners develop volunteer and professional leadership, with a focus on 5-6 state organizations that are undertaking ballot initiative campaigns.
- Conduct coaching sessions and training on all aspects of our movement methods: from how to run an effective meeting, to how to inspire a recruit to action, to how to set up and maintain organizational systems and technology platforms.
- Facilitate and co-facilitate meetings shoulder-to-shoulder with activist leaders.
- Support state partners with transition to new CRM.
- Support states with utilizing supporter and voter data through CRM and voter file software.
- Develop best practices for data management and tracking through national CRM, and train state partners in these practices.
- Work with national organizing team to review and refine the organizing kit and training offerings, with a focus on campaign planning and management.

- Building out campaign plans for local educational efforts, and potentially lobbying or ballot measures.

Required Experience

- Experience with political campaigns
 - Ideally, experience as a campaign manager and/or field director
 - Ideally, experience with state and/or local ballot initiative campaigns
 - Ideally, familiarity with democracy reform/RCV (but this is less essential than campaign experience generally)
- Familiarity with data management best practices, including familiarity working with voter data and CRMs
- Experience as a trainer.
- Comfort working with state leaders with a range of professional and volunteer experience, able to meet people where they are and help them fill in skill gaps.
- Able to work constructively with people with diverse political opinions.
- Experience working with a team to manage complex projects
- Flexibility, good judgement, diplomacy, an ability to pursue multiple objectives simultaneously and balance relationships and results.
- Located in the West, Southwest or Mountain region.

Who You Are

- You're an experienced organizer with hands-on campaign experience.
- You bring proven skills training and coaching volunteer and professional leaders. You're comfortable running workshops, facilitating meetings, and providing hands-on support.
- You have practical experience with CRMs, voter-file tools, and data-management best practices, and can design, document, and teach consistent national-to-state data workflows.
- You're a clear communicator who meets leaders where they are, closes skill gaps, and works productively with people across a range of political views.
- You're comfortable managing multiple priorities and complex projects with a collaborative national team while keeping state partners accountable to goals.

Working for Rank the Vote

- We are an all remote organization working 9 - 5 in your local time zone. We meet in-person one time per year.

Compensation & Benefits

- **Salary Range:** \$70,000 - \$100,000, depending on experience.
- **Health Coverage:** \$725/month towards Medical, Dental, and Vision plans.
- **Unlimited PTO** + 18 company wide shut down days.
- **Voluntary Benefits:** 401K and disability insurance available.

To Apply

Visit rankthevote.us/apply