



Organizing Director

The Maine Democratic Party (MDP) is looking for an Organizing Director to lead organizing efforts across the state and build and execute a comprehensive organizing program to ensure Democratic victories up and down the ballot. The Organizing Director will lead a team of Deputy Organizing Directors, Regional Organizing Directors, and Field Organizers.

Key Responsibilities

- Hire and oversee all Coordinated Campaign Organizing staff
- Develop and implement the Coordinated Campaign's statewide Organizing program, including staff development, volunteer recruitment, and voter contact efforts.
- Represent the Coordinated Campaign in meetings with local stakeholders and activists.
- Plan and facilitate onboardings for new staff and lead trainings for current staff
- Create systems and communication structures that provide clear direction and motivate teams to achieve ambitious volunteer and voter contact goals
- Collaborate with Data, Operations, and Voter Access departments

Qualifications

- At least 3+ cycles of organizing experience, with a strong preference for at least 2 cycles of experience in either a Deputy or Director role on a statewide electoral organizing program
- Strong commitment to Democratic values and enthusiasm for building lasting power for Maine's working communities.
- Goal-oriented and self-disciplined; able to meet tight deadlines and multitask.
- Experience managing staff through multiple layers, including unionized staff
- Ability to work long and irregular hours, including nights and weekends.
- Excellent verbal, written, and interpersonal communication skills, especially as applied to building a strong, inclusive management culture that supports staff development
- Proven fluency with VAN and other organizing tools

How to Apply

To apply, please complete [this Google Form](#). Applications will be accepted on a rolling basis. This is a full-time, temporary position through the middle of November 2026, paid at \$10,000/month.

This position is based in Portland, Maine through November 2026 with 5 days a week required in MDP's Portland HQ office except when needed in MDP's Augusta and Bangor offices or such other offices as may be opened. Additional in-person meetings and event-based work across the state required as needed. This position will be



routinely expected to work nights and weekends and over 60 hours per week.

The Maine Democratic Party is an equal opportunity employer and it is our policy and our core value to recruit, hire, train, promote and administer any and all personnel actions without regard to sex, race, age, color, creed, national origin, religion, economic status, sexual orientation, veteran status, gender identity or expression, ethnic identity or physical disability, or any other legally protected basis.