Field Organizer

The Democratic Socialists of America is a member-run, socialist organization with more than 280 groups in every state and the District of Columbia engaged in movement-building, public education, direct action, advocacy, and electoral politics. Our immediate goal is to build working-class power against the capitalist class while advancing transformative reforms like Medicare for All and a Green New Deal, supporting a robust labor movement, electing socialists to office, and shifting the public framing around capitalism and democratic socialism. DSA is a “big tent,” multi-tendency organization that welcomes everyone committed to democracy and socialism.

This Field Organizer position will report to the Organizing Manager and work closely with other staff to develop and strengthen local chapters, focusing on certain states/regions. When it is safe to do so, the Field Organizer can expect to visit chapters an average of one to two weeks per month. A valid driver’s license is required as is close and easy access to a major airport for when travel is allowable again.

- Directly coach and train chapters (in person or remotely) through ongoing relationships around: strategic campaigns, educational and organizing resources, recruitment and engagement of members, participation in national-level priorities and other points as necessary
- Provide indirect support to chapters by creating resources, coaching/training member organizers, such as mentors, or identifying other needs that would ultimately assist chapters
- Promote interchapter learning, exchange, coordination, and planning through ongoing or existing spaces like District Calls or newly created supported spaces that help chapters learn best practices from each other and, when appropriate, collaborate on external organizing or campaign work
- Develop, revise and execute trainings for DSA membership in various forms
- Identify organic leaders or strong organizers and aggressively support their development and opportunities to engage with local, national or other strategic work
- Support at least one national priority committee or other national project committee through organizing partnership, connecting to relevant parts of DSA (especially chapters) and campaign development/execution
- Maintain high level of organization related to scheduling, note taking, strategic
planning, goal-setting, chapter record keeping, and administrative matters related to coordinating all relevant logistics around travel

- Respond to chapter concerns by connecting them to relevant part of DSA staff or organizational infrastructure
- Perform other duties which may arise based on the needs of the organization.

Requirements

- At least two years of experience organizing to win a collective bargaining agreement, a contract, legislation, or other reform that increased grassroots power.
- Track record of recruiting, training, and managing volunteers, mobilizing large numbers of people to take action, developing grassroots leadership, and winning concrete campaigns.
- Proven ability to move people through public speaking, workshop facilitation, and one-on-one conversations.
- Exceptional listening, interpersonal, and general communication skills.
- A strong relationship-builder and team player.
- Enjoys working with volunteers.
- Self starter that can efficiently manage multiple projects at once, use limited resources effectively, and work with a team.
- Handles high pressure situations with positive attitude, tact and professionalism.
- Demonstrated skill at using social media for organizing.
- Able to work irregular hours and available to travel.
- Commitment to democratic socialist, feminist, anti-racist, anti-ableist, anti-heterosexist and pro-worker action and identify as a socialist and be grounded in democratic socialist politics; general agreement with the positions and perspectives of YDSA and DSA.

Preferred

- Familiarity with and/or organizing experience in multiple regions of the United States, including a mix of suburban, urban and rural.
- Grassroots fundraising experience.
- Familiarity with Google Suite.
- Experience with ActionKit, Action Network, Spoke, VAN and other CRMs.
- Graphic design and/or illustration skills.
- Popular or political education background.
- Creativity and sense of humor.
Reports to: Organizing Manager

Work Schedule: Full-time. Work hours will fluctuate according to campaign needs and members’ availability.

Location: Remote

Salary: $52,000, non-exempt

Benefits: We offer employer paid medical, dental, and vision insurance for employees and their spouse/partner and/or dependent children, and three weeks of vacation in the first year of employment, then four weeks each year thereafter.

This position is covered by a collective bargaining agreement with the Washington-Baltimore News Guild.

Application Deadline: April 6, 2022

To Apply: Click here

Democratic Socialists of America will provide reasonable accommodations for qualified individuals with disabilities to allow them to perform the essential functions of their job if doing so does not result in undue hardship. If you are in need of accommodations during the application process or interview, please contact jobswithdsa@dsausa.org.

No phone calls or recruiters, please.

Democratic Socialists of America is an equal opportunity employer and committed to a staff that reflects the working class. We strongly encourage and seek applications from women, people of color, people with disabilities, DREAMers, as well as members of the LGBTQ communities.