Voter Protection Director

The New Hampshire Democratic Party is seeking a talented Voter Protection Director to ensure that all eligible Granite Staters are able to cast their ballot. Our right to vote is fundamental to all that we hope to accomplish; the Voter Protection Director is a crucial role that will develop, implement, and manage a robust, year-round voter protection program, ensuring free and fair elections in New Hampshire.

What You’ll Do

As our Voter Protection Director, you will have 5 major areas of responsibility:

1. Manage a team to execute Voter Protection programs
   - Recruit great people to join your team.
   - Ensure that team members have clear, ambitious goals and are on track to meet them, troubleshooting where necessary.
   - Facilitate communication and collaboration between team members, as well as across teams with other departments.
   - Serve as a thought partner for team members, helping them make decisions and solving tough problems.

2. Lead strategies to expand access and defend against incursions to the franchise at the state, local, and municipal level
   - Work across the state to develop proactive strategies to expand access to voting, including through legislation, executive action, public campaigns, and lobbying county and state-level officials, and considering improvements to voter registration, ballot access, and ballot counting.
   - Working with County Committees and other partners, collaborate with appropriate parties at every level of government to implement reforms ahead of the 2020 Election.
• Monitor and inform legislation related to voting and elections.
• Identify potential threats and mobilize a coordinated response within the Party, including communications and press.

3. **Build and sustain strong partnerships with national, state, local, and municipal level officials and organizations**
   • Build and manage your statewide Voter Protection Committee.
   • Supervise the Organizer in their work to recruit, train, and manage volunteer attorneys to serve as liaisons. Support staff and volunteers as they cultivate relationships with local level Elections Officials in counties, proactively advancing access to voting and responding to problems.
   • Cultivate relationships with State Elections Officials to advance your priorities and respond to threats to voting.
   • Maintain strong relationships with counterparts at the DNC, voting rights organizations, as well as local activists and more.

4. **Supervise your team’s voter education, outreach, and intervention programs, both year-round and specific to Elections. Working with campaign leadership:**
   • Ensure that the Voter Protection Hotline provides top-quality service to voters year-round by supervising trainings, operations, reporting, and issue resolution. Working with your team, monitor calls to the hotline to identify trends and proactively resolve issues.
   • Design and supervise the execution of poll watcher programs for Elections, including the prioritization of targets, assignment of volunteers, trainings, reporting mechanisms, and issue resolution processes.
   • Ensure that all communications to voters include timely, relevant, and accurate information about voting and their rights, including the voter protection hotline number. Working with Digital and Communications, develop specific voter protection campaigns to educate voters through digital, paid, and earned media.
   • Run the Voter Protection Boiler Room on Election Day, making sure that voters’ issues are thoroughly documented, resolved where possible, and escalated and aggregated where appropriate.
   • Advocate for campaign-initiated practices that expand voting, such as mailing absentee ballot applications directly to voters

5. **Serve as legal resource for team, alongside elected NHDP Legal Counsel**
• Working with the Party’s Counsel, prepare for potential litigation before, during, and after Election Day, including drafting common filings. Ensure that liaisons are ready to participate in election day litigation.
• Design and supervise the testing of a potential provisional ballot chase program, ensuring it is ready to be enacted if necessary.
• Serve as a statewide resource and point person for questions relating to voter suppression, intimidation, or efforts aimed at disenfranchising voters of New Hampshire.

Who You Are
We are seeking someone who, at their core, is fueled by the satisfaction of fighting for justice. You should be an attorney who doubles as an organizer and political operative, eager to build an army of people who together will create meaningful change. Additionally, you should be or have:

• **A seasoned, data-driven organizer and/or political operative:** Demonstrated ability to stand up large-scale, diverse volunteer organizations that effectively deliver results by motivating and holding volunteers accountable for their goals. A track record of achieving wins through working with government officials and maneuvering complicated political situations. Adept at using data to inform strategy development, monitor progress to goal, and report on and analyze outcomes, including familiarity with VAN/Votebuilder, LBJ, Excel, and other tools.

• **A strategically-minded attorney:** Possesses strong legal analysis skills and experience to advance the goals of the Party. Creative problem-solver who sees opportunity for novel interpretations and challenges to existing, as well as interest and ability to propose new regulations.

• **Superb project management skills:** Demonstrated excellence in developing and leading the execution of multiple, complex projects simultaneously. Able to spot issues ahead of time, creatively resolve them, and keep the team on track to meet its goals.

• **Excellent people manager:** Demonstrated ability to lead complex and diverse teams to achieve ambitious results. Can effectively build trust with direct reports, give strong and effective feedback and provide sound advice on problem solving programmatic challenges.
Commitment to Democratic values

How to Apply:
To apply, e-mail a letter describing your interest in the job, your resume, and a list of three references to: resumes@nhdp.org.

Please list “Voter Protection Director Application” in the subject line. No calls, please. We will begin reviewing applications on December 1.

Position will be open until filled and applications will be reviewed on a rolling basis. The salary band for this position is $60,000 - $80,000 annually, commensurate on the quality and breadth of experience the successful candidate brings to the table, and with opportunity for growth.

The NHDP provides health and dental coverage at no cost to the employee, and we have a generous vacation package.

We are looking for a candidate who can commit to staying with the NHDP through November of 2020.

Background - Our Party
New Hampshire Democrats stand for policies that support strong, healthy communities and families, a strong economy with opportunities for growth and a fundamental system of fairness and justice. Democrats are committed to spurring job creation, building our infrastructure, and bringing fairness and opportunity to our economy and our civic life. We believe that healthy communities and strong families are essential to the well-being of our citizens and to our ability to foster business development and a vibrant economy. We are committed to upholding the right of every eligible voter to cast their ballot free from unnecessary restrictions. We pledge a government that works collaboratively across the aisle to address the issues that matter to the people of New Hampshire.

The New Hampshire Democratic Party is an equal opportunity employer committed to creating an inclusive workplace. The NHDP is dedicated to the achievement of equality of opportunity for all its employees and applicants for employment without regard to race, color, religion, sex, gender identity and expression, sexual orientation, marital status, age, national origin or disability.