



## Field Director – Idaho Democratic Party

### Background

The Idaho Democratic Party is hiring a full-time **Coordinated Campaign Field Director** for the 2026 election cycle to lead the Party's statewide coordinated field program. The Field Director will oversee all aspects of the coordinated campaign's field strategy, manage multiple layers of staff and volunteers, and ensure effective voter engagement and turnout efforts across Idaho.

The Field Director will work under the supervision of the Idaho Democratic Party Executive Director and will directly manage Field Organizers and the broader field organizing team. This is a senior-level, full-time position running from **April/May 2026, through November 2026**.

This role will be based in **Boise, Idaho**, with regular travel required throughout the state.

### Roles & Responsibilities

- Design, implement, and manage a comprehensive statewide coordinated field plan for the 2026 election cycle.
- Recruit, hire, train, and manage Field Organizers, Volunteer Coordinators, and Paid Door Knockers
- Set clear weekly, monthly, and cycle-wide goals and ensure staff consistently meet performance benchmarks.
- Develop and maintain staff and volunteer training materials, including onboarding, organizing fundamentals, and leadership development resources.
- Build and oversee systems of accountability, performance tracking, and reporting for staff and volunteers.
- Analyze voter data, modeling, and turnout goals to create, refine, and track voter contact universes.
- Leverage innovative voter contact tools and organizing tactics and integrate them into the statewide field program.
- Facilitate strong communication and collaboration between the coordinated field program and other Idaho Democratic Party departments.
- Coordinate closely with partner campaigns, candidates, county parties, and allied organizations to align field efforts and maximize impact.

- Provide regular reports on field performance, staffing, voter contact, and progress toward goals to the Executive Director.
- Support and troubleshoot challenges faced by regional and district-based field staff.
- Perform additional duties as assigned by the Executive Director or Idaho Democratic Party Chair.

## Job Requirements

- At least two election cycles of field organizing experience, including at least one cycle in a senior leadership or management role.
- Demonstrated experience managing multiple staff members and supervising managers or regional leads.
- Strong proficiency with VoteBuilder and Google Workspace tools.
- Experience with MobilizeAmerica and peer-to-peer texting platforms such as Scale2Win.
- Proven ability to design and execute large-scale field programs and GOTV operations.
- Strong written, verbal, and interpersonal communication skills.
- Highly organized, detail-oriented, and able to manage multiple priorities in a fast-paced campaign environment.
- Ability to work long and irregular hours, including evenings and weekends, as required during peak campaign periods.
- Sound judgment, strong problem-solving skills, and adaptability in high-pressure situations.
- Access to reliable transportation and willingness to travel extensively throughout Idaho.
- A demonstrated commitment to electing Democrats and advancing diversity, equity, and inclusion in organizing and leadership.

## Compensation

- **Salary:** \$65,000-\$70,000 annually, commensurate with experience
- **Severance:** Three weeks of severance pay following the end of employment term on November 6, 2026.
- **Benefits:** Health, dental, and vision insurance, 3% employer-paid retirement contribution, and monthly computer and phone stipends.

## To Apply

Please email your resume and cover letter to **Idaho Democratic Party Executive Director Dakota Sharete** at [Dakota@idahodems.org](mailto:Dakota@idahodems.org).

***The Idaho Democratic Party is committed to building a workplace that values diversity, equity, and inclusion. We believe that a diverse workforce strengthens our organization and enhances our ability to serve Idaho communities. We strongly encourage candidates of color, women, LGBTQ+ individuals, people with disabilities, and people with nontraditional backgrounds to apply.***