



Organizing Director

Overview

Tom Perriello for Congress is building a district-wide organizing program focused on reaching voters everywhere and bringing new people into the political process. We are looking for an Organizing Director to design, lead, and execute a high-performing field operation across a large and diverse region.

This is a senior leadership role responsible for building the campaign's organizing infrastructure, managing staff, and driving measurable voter contact and engagement.

Core Responsibilities

Field Strategy & Program Leadership

- Develop and execute a **comprehensive field plan** to meet voter contact, persuasion, and turnout goals
- Build a scalable organizing model that combines **grassroots energy with disciplined execution**
- Set clear weekly and phase-based goals, and hold team accountable to metrics

Campus & Youth Organizing

- Design and lead a **district-wide campus organizing program**
- Recruit, train, and manage student organizers and fellows
- Build sustainable campus infrastructure, including student-led groups and volunteer pipelines
- Integrate campus efforts into broader field and communications strategy

Team Management & Development

- Hire, train, and manage a team of organizers and regional leads
- Build systems for onboarding, training, and ongoing staff development
- Foster a strong, accountable, and mission-driven team culture

Volunteer Recruitment & Engagement

- Build a **robust volunteer program** that converts interest into consistent organizing activity
- Oversee recruitment, training, and retention systems
- Ensure volunteers are integrated into meaningful roles across the campaign

Voter Contact & Data



- Oversee execution of **canvassing, phonebanking, and relational organizing programs**
- Work closely with data/operations to track metrics, analyze performance, and adjust strategy
- Ensure strong follow-up and list growth from all organizing activity

Cross-Team Coordination

- Partner with political, coalitions, and communications teams to align organizing with campaign priorities
- Help identify and elevate strong stories, validators, and community relationships from the field

Qualifications

- Significant experience in **field organizing or campaign management**, preferably at the congressional or statewide level
- Proven track record of **managing teams and hitting organizing metrics**
- Experience with **campus organizing or youth engagement strongly preferred**
- Strong leadership, management, and accountability skills
- Ability to operate in a fast-paced, high-growth environment with shifting priorities
- Willingness to work long hours, including nights and weekends, and travel extensively

Position Information:

- Full time, in-person in Charlottesville, VA
- Salary: \$6,500 / month, healthcare stipend and supporter housing available
- This is a cycle position with an end date of November 30th, 2026.

Interviews will take place on a rolling basis. To apply, please email your resume and 3 professional references to Lily@tomperriello.com with the subject line “Organizing Director”