Post date: 8/4/21

Field Director Commitment to Black Liberation

Mass Liberation Arizona is a political education, advocacy and civic engagement organization dedicated to organizing and mobilizing the Black electorate in Maricopa and Pima counties to create a permanent progressive movement and infrastructure in the city and beyond; one that is committed to reversing decades of racialized poverty, criminalization and incarceration in Black communities. We are committed to a long term approach building the political and electoral power necessary to secure an investment of resources in Black communities to ensure that our families and children will no longer be denied the quality of life and access to the opportunities we deserve. We are also abolitionists who are actively working to abolish these very systems elections are held within.

We are currently seeking one strong and dynamic Field Director for a temporary contract to manage canvass operations in Maricopa County, Arizona. Field Directors are the primary point of contact for both the outreach team and our constituents; managing the virtual office and ensuring that all staff have the support necessary to run a winning campaign.

Invitation to:

- **Invite Canvassers to join the team**: Co-create job descriptions, post hiring notices and conduct first interviews with applicants. Create a short list of applicants and work directly with Mass Liberation AZ leadership to make hiring decisions and onboard new staff.
- **Train and Equip Canvassers**: Both volunteer and paid canvassers will be trained in how to engage voters and produce compelling conversations and electoral results. All canvassers will be clear on how to conduct their work and have all necessary materials and equipment.
- **Cut Turf**: Use the VAN database to cut turf for canvassers.
- **Staff Management and Training**: Manage and motivate all canvassers who are working on community outreach, recruit and train teams of grassroots canvassers
- **Field Coordination**: Drive progress-to-goal and quality control. Participate in daily calls with groups, and daily oversight of county-wide electoral canvass. Regular coaching and spot checks to model standards and behaviors, as well as check-ins with canvassers
- **Data Analysis**: Analyze regular reports in order to recommend course corrections and promote best practices, ensure data is input into the VAN system correctly and in a timely manner
- **Virtual Turf Coordination**: Administer turf coordination system and bring a solutions orientation to any turf-related conflicts that arise
- **Strategic Leadership**: Collaborate with the staff leadership and membership to develop strategy, organize public events/actions and communicate the campaign message, may contribute to and/or organize/run electoral field operations for collateral races, ballot initiatives, membership drives, and other field-dominant initiatives
- **General Office Management**: Entering employee time, tracking payroll, tracking attendance, ordering office supplies, maintaining office equipment, etc.
- Other duties as needed

**Qualifications:**
- Preferred 2-3 years political organizing experience, with a minimum of at least 1 year, in campaign/community organizing, including but not limited to the following roles: Field Director, Field Manager, Regional Organizing Director, Canvass Director, Campaign Manager. Must have experience in at least one campaign cycle.
- VAN experience, creating lists, cutting turf, and training other users
- Training background
- A strong commitment to the civic engagement of historically underrepresented communities or lived experience of disenfranchisement, incarceration, or voter suppression.
- Attention to detail and ability to develop and implement efficient systems
- Strong interpersonal communication skills in person, on the phone, and in writing
- A commitment to racial equity and social justice
- Ability to work in a coalition setting, delivering results to a diverse set of stakeholders
- Ability to work independently and manage multiple projects at once
- Ability to work well under pressure, resolve conflicts, and meet deadlines
- Availability to work weekends and evenings
- Microsoft Excel, Word, Google Docs, Google Sheets with an ability to learn online database platforms and general comfort with tools.

**Additional Preferred Experience:**
- General familiarity with Maricopa County
- Knowledge of criminal justice reform initiatives in Maricopa County
- Access to a phone, laptop/desktop computer, high-speed internet connection preferred

**Pay:**
- Competitive salary commensurate to experience. Salary based on 40 hour work week.

**Employment Type:**
- Short-term Contract (September 2021 - March 2022)

**How to Apply:**
If interested, please send resume or letter of interest to jobs@masslibaz.org

Accepting applications until 9/1/21
***However hiring decisions could be made sooner***