



National Organizing Director JOB DESCRIPTION

Job title: National Organizing Director

Supervisor: Political Director

Location: Philadelphia, PA

About IMPACT

Indian American Impact ("IMPACT") is a national organization that elevates the voices of Indian Americans, South Asians, and all historically excluded communities to ensure that every level of government reflects the diversity and values of the people it serves. We envision an inclusive, multi-racial democracy where the Indian American, South Asian, and all historically excluded communities are represented, empowered, and engaged in the pursuit of equity and justice in America.

2020 was a historic year for IMPACT with the election of Senator Kamala Harris as Vice President of the United States, along with historic victories at the local, state, and national level. In 2021, IMPACT helped 20 of our endorsed candidates win their elections. We are poised for continued growth and are committed to electing diverse candidates to public office in the years ahead.

Position Summary, Duties, and Responsibilities:

The National Organizing Director will work with IMPACT's Political Director and Executive Director to build state chapters, increase IMPACT's presence and ultimately elect candidates to local offices across the country. While this list of responsibilities is not exhaustive, the National Organizing Director will:

- In conjunction with Political Director, launch and manage State Chapters in key states and/or regions including overseeing any hiring efforts necessary to further IMPACT's goals
- Working under the direction and reporting to the Political Director, and in conjunction with State Chapters, build a robust pipeline of IMPACT candidates, trainees, volunteers, and political contacts to further the mission of the organization
- Oversee efforts, including by State Chapters, to recruit candidates, volunteers, register new voters, and mobilize voters to support IMPACT's candidates and goals
- Serve as the primary liaison and contact for IMPACT's endorsed state and local candidates and campaign staff, as well as the first contact for prospective candidates
- Serve as a bridge between IMPACT and allied organizations for co-sponsored events and activities, as well as for guiding endorsements and investment decisions.



- Make recommendations to the Political Director on investments IMPACT should be making in state and local races
- Work with IMPACT's communications team to promote IMPACT and IMPACT partners' candidates, projects, and events through social media
- Assume additional responsibilities as assigned by the Executive Director or Political Director

Ideal Qualifications:

The ideal National Organizing Director will be a mid-level professional with 4 or more years of experience in campaigns, organizing, and/or advocacy with a desire to grow as a professional through this experience with a collaborative and positive attitude. Experience managing staff, working with volunteers, and managing relationships with external partners is preferred. Other desired attributes, competencies, and skills include:

- Direct experience managing campaign staff and/or consultants
- Basic familiarity with both non-federal and federal campaign election laws
- Proven ability to elect candidates to office, including incumbents and first-time candidates running for office
- Previous experience coordinating with communications and press operations as part of a campaign
- Hands-on experience managing campaign budgets, including overseeing funding decisions around GOTV efforts and outreach
- Motivation to join a young organization that is seeking to build influence and political power for South Asian Americans over the coming years ahead
- When safe, the willingness to travel to meet with candidates and stakeholders across the country

Culture and Compensation:

At IMPACT, we believe that one of the best ways to invest in our mission is to invest in our team. We offer competitive salaries and a benefits package that includes full healthcare and dental coverage, 401(k) with employer match, and three weeks paid time off plus national holidays. The National Organizing Director will be employed as a full-time position with a salary range of \$75,000 to \$95,000.

How to Apply:

To apply, please complete the form at www.iaimpact.org/jobs and include a resume and cover letter. For questions about the position, please contact Linto Thomas at linto@iaimpact.org. We will review applications on a rolling basis until filled.

IMPACT is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to gender, disability, race, age, national origin, color, creed, sexual orientation, sex (including marital and parental status), gender identity and expression, religion, economic status, ethnic identity, or veteran's status.