



Job title: Political Director
Supervisor: Executive Director
Location: Philadelphia, PA or Remote
Travel Requirements: Occasional

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.

Position Summary:

Impact is poised for continued growth and is committed to electing diverse candidates to public office in the years ahead. Impact is looking for a Political Director to oversee our efforts to elect progressive South Asian candidates and allies, as well as organize, mobilize, and turn out South Asian voters in critical areas. This is a great opportunity for an experienced, connected and motivated individual to further advance the political power of communities of color in the United States.

Duties and Responsibilities:

Support Impact-endorsed candidates

- Serve as the primary liaison for Impact’s endorsed candidates and campaign staff, allied political organizations, and party organizations
- Manage a growing political team and lead Impact’s planning on candidate endorsements, voter mobilization efforts, and political expenditures
- Make recommendations to the Executive Director on endorsements investments the IMPACT Fund should make each election cycle
- Work with Impact’s communications team to promote Impact candidates, projects, and events through social media
- Build relationships with South Asian elected officials nationwide and work with political team to maintain Impact’s internal database of electoral histories and contacts at all levels of government

Manage recruitment and mobilization

- Oversee Impact’s political programming, recruitment and organizing efforts nationwide
- Working under the direction and reporting to the Executive Director, build a robust pipeline of Impact candidates, trainees and political contacts to further the mission of the organization
- Oversee Impact state chapters, aimed at organizing South Asian voters and increase voter turnout and engagement



- Support the IMPACT Board of Directors as leaders of the organization, including enfranchising their networks to increase IMPACT's reach across the country

Build Impact's infrastructure

- Through Impact's new strategic plan, work under the direction of the Executive Director to achieve and meet goals and timelines as mandated by the Board of Directors
- Prepare to manage staff and consultants as the organization continues to grow, including overseeing any hiring efforts made on the political side for Impact
- Assume additional responsibilities as assigned by the Executive Director

Ideal Qualifications:

The Political Director will be a senior staffer and key part of Impact's development. They will have at least 5 years of experience working with campaigns and in politics. Other desired attributes, competencies, and skills include:

- Demonstrated skill and passion for building political power in underrepresented communities
- 5+ years of campaign and/or political and organizing experience
- 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
- A desire to grow as a professional through this experience with a collaborative and positive attitude
- 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, three weeks paid time off plus national holidays, 12 weeks paid family leave, and a professional development stipend. The Political Director will be employed as a full-time position with a salary range of approximately \$80,000-\$108,000.

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 Sarah Shah at sarah@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.