



POLITICAL AND ORGANIZING DIRECTOR JOB DESCRIPTION

Job title: Political and Organizing Director

Supervisor: Executive Director

Location: Remote

Travel Requirements: 10-20% Travel

About Impact

Indian American Impact ("Impact") is a national organization that elevates the voices of Indian and South Asian Americans 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

The Political and Organizing Director will be a strategic and mission-driven leader who oversees Impact's efforts to build political power for South Asian Americans and increase representation at every level of government. Reporting to the Executive Director, the Director will lead Impact's candidate and campaign work—from managing the endorsement process and supporting campaigns in the field, to building the next generation of South Asian political leaders through candidate recruitment and training programs like DesisLead. The Director will also own Impact's voter mobilization efforts: developing and executing multi-state turnout programs during election cycles, innovating strategies to engage South Asian voters where they are, and building a year-round volunteer infrastructure to sustain political energy between elections.

Duties and Responsibilities

Campaigns and Candidates

- Manage Impact's endorsement process end-to-end—developing evaluation criteria, engaging senior leadership, setting goals for endorsed races, and tracking outcomes across election cycles
- Develop and execute a strategy to support endorsed candidates and campaigns



- Identify and recruit promising South Asian candidates to build a robust pipeline of political talent at the local, state, and federal levels
- Oversee Impact's candidate training programs, including DesisLead, equipping South Asian candidates and campaign professionals with the skills and networks to run and win

Organizing / Community Engagement

- Lead Impact's South Asian voter turnout strategy and implementation during election cycles, including large-scale canvasses, phonebanks, and other voter contact programs
- Drive innovation in voter mobilization tactics, identifying and testing new approaches to meet South Asian voters where they are—including through digital, WhatsApp, cultural events, and community organizing
- Build and sustain a robust volunteer infrastructure that keeps South Asian communities engaged and activated year-round, not just during election season
- Cultivate and maintain partnerships with state and local organizations, coalitions, and community groups to strengthen Impact's organizing network and coordinate joint outreach efforts

Ideal Qualifications

The Political and Organizing Director will be a highly experienced and politically savvy leader with experience in campaigns, electoral organizing, or political advocacy. Experience working in South Asian or other communities of color is strongly preferred. Other desired attributes, competencies, and skills include:

- Demonstrated skill and passion for building political power and increasing representation in South Asian and historically underrepresented communities
- Proven track record managing endorsement processes and supporting candidates through competitive primary and general elections
- Experience designing and executing large-scale voter mobilization programs, including canvassing and phonebanking
- Experience with candidate training, leadership development, or pipeline-building programs
- Strong strategic planning skills, with the ability to move from high-level vision to ground-level implementation across multiple states
- Experience managing volunteers, including across distributed or remote teams
- Understanding of c3/c4 structure and PAC/Super PAC distinctions, and ability to navigate what is permissible across different entity types



- Ability to cultivate and manage partnerships with state and local organizations, coalitions, and political partners
- Comfort with voter data and analytics; ability to use data to drive program strategy and measure impact
- Entrepreneurial and resourceful; comfortable with working in a startup environment
- Exceptional interpersonal, written, oral, and presentation skills with the ability to effectively interface with candidates, partners, community members, and senior leadership

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 for full-time employees that includes full healthcare and dental coverage, 401(k) with employer match, 4 weeks of paid time off plus national holidays, 12 weeks paid family leave, and a professional development stipend. The Political and Organizing Director will be employed as a full-time position with a salary range of \$90,000 to \$100,000. To apply, please visit www.iainpact.org/careers.

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, caste, or veteran's status.