



## **Campaigns Director**

The Michigan League of Conservation Voters – one of the top-spending political organizations in the state of Michigan – is seeking an experienced, full-time Campaigns Director to lead and direct our advocacy, electoral, lobbying, and public education programs. This role is designed to build power by electing people at the federal, state and municipal levels who will pass stronger laws to protect Michigan’s drinking water, Great Lakes, air, and democracy and address the climate crisis.

The ideal candidate will be a detailed strategist who can draw upon their previous work experience to conceive of innovative organizing tactics that use the political process as an avenue for advocacy and change in order to drive progress. They will be skilled and practiced at building both a strategy and team to win. They will understand Michigan’s political lay of the land and how to operate successfully within it. They will be a natural relationship builder who can serve as a resource to our developing team members, and represent our organization to a diverse group of stakeholders and supporters. This position is an opportunity to play a leadership role in one of the best, growing, statewide political organizations in one of the most important battleground states. The ideal candidate will be comfortable in steering our programs, specifically layering campaigns and initiatives to be a national model in moving key legislative policies by electing champions at every level.

### **About the Michigan League of Conservation Voters**

The Michigan League of Conservation Voters is a statewide political organization whose mission is to elect pro-conservation candidates to office and to hold all decision makers accountable for protecting Michigan’s drinking water, attacking climate change, and expanding access to the ballot. We work closely with elected officials, business leaders, partner organizations, and advocates from across the state, and we have built a reputation as the leading, non-partisan political voice for Michigan’s land, air, and water.

Michigan LCV is an equal opportunity employer. We assure equal treatment in hiring selection, promotion, transfer, compensation, benefits, training, discipline, and other personnel practices and terms or conditions of employment without regard to race, color, religion, sex, age, national origin, height, weight, marital status, genetic testing status, veteran status, disability, sexual orientation, gender status, or any other protected class established by all applicable federal, state and local laws and ordinances.

### **Job Responsibilities**

The Campaigns Director, who is ideally based in Southeast Michigan and reports to the Deputy Director, is responsible for the following:

- Working with leadership to develop and implement strategic programs, campaign operations, annual and quarterly work plans, and all associated budgets – aimed at building power and advancing policies that are pivotal to Michigan LCV
- Recruiting, managing, and helping develop the program directors - Communications, Democracy For All, Advocacy & Outreach, State Government Affairs, and Federal Government Affairs - by fostering

collaboration, holding them accountable for goals, providing regular coaching and feedback, and supporting their professional development

- Serving a lead role in either Michigan LCV's Coordinated or Independent Expenditure Campaigns, driving the program in a comprehensive, professional way that manages staff across the organization, hires vendors, and interfaces with national donor partners
- Quantitatively and qualitatively testing and analyzing our programmatic successes and failures in order to improve our campaigns and report to staff, board, partners, and funders
- Cultivating strong partnerships that build power for Michigan LCV's priorities, including with funders, media, public officials, and community and business leaders
- Serving as Michigan LCV's point person with staff in the House and Senate caucuses, and Michigan political parties – establishing our organization as a reliable, skilled operator and the first point of contact for all environmental-related issues
- Participating in all Michigan LCV political election work – doing the hard work of campaigning, which means volunteering to do door-to-door field canvassing, text and phone banking, and campaign events

### **Qualifications**

We are seeking a Campaigns Director who is a **strategic and confident leader**, an **empowering, inclusive manager of staff and partners**, an **organized, thorough manager of campaigns and projects**, and who has a **proven track record of leadership on embedding justice and equity into projects and policies**. You should have:

- Strong understanding of and previous work experience in 501(c)(4) programming and operations or electoral-focused campaigns
- An ability to communicate clearly and compellingly in any format using strong writing, public speaking, and interpersonal skills
- An ability to articulate specific experiences in taking ambitious campaign goals (c4 or electoral) and structuring them into clear results and deliverables
- A proven track record of managing high-performing teams of staff and partners who represent a rich mix of people across race, gender, sexual orientation, and other group identities
- An eye for opportunities to innovate, solve problems, and take creative approaches to continually improve
- Experience leading efforts to create equitable and inclusive organizational policies, practices, and workplace cultures
- A valid driver's license, car insurance, reliable access to a car, the internet, and a phone to use for work purposes as well as the ability to canvass, walking at least a mile and navigating physical obstacles such as stairs
- Cultural Competencies:
  - Demonstrated awareness of one's own cultural identity and the ability to learn and build on varying community norms
  - Commitment to equity and inclusion as organizational practice and culture
  - Understanding of how environmental and voting rights issues intersect with racism, economic and social inequality in the U.S. and has a passion for working to dismantle these systems

### **Compensation & Benefits**

The starting annual salary for this position ranges from \$85,000 - \$100,000 depending on experience. Michigan LCV offers a benefits package that includes health and dental coverage, long-term and short-term disability coverage, life insurance coverage, a retirement savings program, reimbursements for business-related travel, a

generous paid time off policy, and a team of smart, funny, and kind colleagues working together to deliver on a mission that matters.

**How to Apply**

[Click here to apply](#). Applications will be reviewed on a rolling basis.