



Democracy For All: Elections Systems Organizer

The Michigan League of Conservation Voters (LCV) – one of Michigan’s largest, most impactful political advocacy organizations tackling drinking water contamination, the rapidly-worsening impacts of climate change, and efforts to undermine our access to the ballot – is seeking a full-time Elections Systems Organizer to build community power, especially through election official engagement and support of voting rights and election protection in Michigan. The Elections Systems Organizer will work alongside our Democracy For All team to support community engagement with local election officials as well as wider civic engagement initiatives.

The ideal candidate will be able to work independently, take initiative, and be resourceful to move our priorities forward. This position, alongside a team of tenacious colleagues, will build and amplify the voices of communities of color and other key constituencies who are disproportionately impacted by historical barriers to the ballot and environmental issues.

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 Elections Systems Organizer reports to the Voting Rights Manager, is ideally based in the Detroit or Grand Rapids metro area, and is responsible for the following:

- Organizing and attending community events and meetings to engage and expand voter and wider civic participation.
- Supporting education programs that engage and empower our community, especially young people, to understand election systems and wider civic issues in collaboration with the Democracy For All team, youth interns, volunteers, and partners.
- Training election systems volunteers and partners to advocate for fair election systems and accessible election administrators.
- Keeping a steady pulse on local democracy issues, especially with local clerks, sharing that knowledge with staff and key partners, and using those issues and opportunities to engage voters in our work.

- Work with the Voting Rights Organizer and Manager to support voter engagement and outreach.
- Participating in all Michigan LCV political election work – doing the hard work of campaigning, which means volunteering yourself to do door-to-door field canvassing, text and phone banking, and attend campaign events.

Qualifications

We are seeking candidates who excel at **building genuine relationships**, who are **natural problem solvers**, **results-driven**, and who **are looking to become long-term community leaders**. You should have:

- A positive, self-starter, solution-oriented, and goal-driven approach to work.
- Excellent problem-solving, organizational, and time-management skills, with a proven ability to achieve goals.
- A minimum of one year of experience organizing volunteers or staff who represent a rich mix of people across race, gender, sexual orientation, and other group identities.
- An interest in working with diverse constituencies to broaden and deepen participation in the democratic process.
- An ability to build genuine relationships and lead conversations with a wide-range of stakeholders – especially those most impacted by historical barriers to the ballot and environmental issues – through phone calls, in-person meetings, social media, and events.
- A deep connection to the Detroit and/or Grand Rapids area and a commitment to addressing the local democracy, land, air, and water issues impacting the region.
- Ability to work 9:00 AM - 5:00 PM on weekdays with flexibility and willingness to work evenings and weekends, as needed.
- Spanish language proficiency is a plus.
- Reliable access to transportation, the internet, and a phone to use for work purposes as well as the ability to participate in campaign activities (canvassing and/or phone banking).
- Cultural Competence:
 - 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.

Benefits and Compensation

The starting salary for this position ranges from \$40,000 - \$47,000. Michigan LCV offers a benefits package that includes health, dental, and vision 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.