



## **Democracy for All Director**

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 Democracy for All Director to lead the organization’s work in voter education, turnout and protection as well as work with partners and state and local leaders to ensure access to the ballot and wider democracy institutions are equitable across the state.

The ideal candidate will have experience in designing and developing strategy for 501(c)(3) democracy programs and/or 501(c)(4) issue advocacy. They will have strong people management skills and a passion for democracy and voting rights work. They will have a proven ability to develop a team and work in coalitions to execute successful, metric-driven programs that increase voter turnout, educate voters about upcoming elections, protect voters at the polls, work with elections officials to ensure preparedness and access, and fight for voting rights in Lansing and Washington, DC. They will be committed to getting results in a fast-paced environment and able to handle a heavy workload. This position offers an opportunity to develop and run large-scale democracy programming that becomes a model for others in the state, the Great Lakes region and within national political networks. This position, alongside a team of tenacious colleagues, will advocate for strong voter protections, and build and amplify the voices of communities of color and other key constituencies who are disproportionately impacted by environmental issues and disenfranchisement.

### **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**

This position reports to the Deputy Director, is ideally based in Southeast Michigan, and is responsible for the following:

- Design and drive the daily work of the Democracy for All team, and working together with our leadership team, devise strategies around broader voter engagement and elections systems improvements in the state of Michigan

- Recruit, train, manage, and help develop staff within the Democracy for All team by fostering collaboration, holding them accountable for goals, providing regular feedback, and supporting their professional development
- In collaboration with the State Government Affairs teams lead engagement with public officials – the Secretary of State and Governor’s offices, local clerks, and lawmakers leading on elections issues – to advance voting rights, protect against voter suppression, and ensure elections run smoothly
- Be a pivotal point person in the organization for important coalitions – attending, organizing and/or leading meetings with key partners across Michigan in order to build relationships, identify opportunities for engagement, and advance the Michigan LCV’s goals
- In collaboration with the Development team, drive fundraising efforts to ensure Democracy for All team and programs are funded each year and in the future
- Support Michigan LCV executive team and board, particularly the Democracy Committee, in long-term program planning and strategy
- Innovate, implement, and test new, effective tactics and strategies to grow our reach to voters
- Track Democracy for All metrics and draft quantitative and qualitative reports to staff, board, partners, and funders
- Ensure democracy programming is executed with a high standard of quality control, professionalism and appropriate long-range perspective.
- Work closely with the communications team to maintain a steady drumbeat of democracy messaging
- Participate in all Michigan LCV political election work – do the hard work of campaigning, which means door-to-door field canvassing, text and phone banking, and attending campaign events
- Other duties as assigned

## Qualifications

We are seeking candidates who excel in **democracy strategy**, are **results-oriented problem-solvers and self-starters**, and have strong **management skills**. You should have:

- At least 5 years of experience working in voter engagement, election systems, electoral, community organizing or labor organizing campaigns, including successful experience managing campaigns focused on historically disenfranchised communities
- A proven track record of managing high-performing teams of staff, consultants, and/or volunteers who represent a rich mix of people across race, ethnicity, gender, sexual orientation, and other identities
- Ability to plan out and execute goal-oriented, metrics-driven campaigns and program plans, including an ability to pivot and come up with innovative strategies in a changing landscape
- Excellent time and project management skills, including the ability to prioritize tasks and understand how to most efficiently and effectively reach goals
- Experience working with coalitions and developing partnerships to advance shared goals
- Excellent written, verbal, and interpersonal communication skills, targeted to various audiences through different mediums, including ability to write grants, present to large groups of people, and work with multiple internal and external stakeholders to move goals forward
- A positive, problem-solving mentality and ability to deploy creative solutions to challenges
- Working knowledge of online database and field reporting systems, like NPG/Voter Action Network (VAN), or the ability to learn them
- Understanding of the importance of storytelling and personal connection to inspire action
- Reliable access to transportation for travel across the state and a cell phone to use for work purposes as well as the ability to work non-traditional hours and participate in campaign activities, either phone banking or canvassing
- Cultural Competence:

- Demonstrated awareness of one's own cultural identity, views about difference and the ability to learn and build on varying cultural and 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
- Familiarity with the complexity of issues and obstacles facing communities' of color participation in U.S. democracy.
- A belief that who we elect matters and that the protection of Michigan's land, air and water should be a political priority. Knowledge of and experience with the Michigan political and voting rights landscape is a plus.

### **Compensation & Benefits**

Step 1 (0-6 years of paid and direct experience): \$89,000

Step 2 (7+ years of paid and direct experience): \$94,000

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. If you need accommodation or assistance with our online application, please tell us how we can make this process accessible to you by emailing [jobs@michiganlcv.org](mailto:jobs@michiganlcv.org) or by calling us at (734) 222-9650.

We know not all strong candidates will have every skill we list. We still want to hear from you. Research shows that women, non-binary people, disabled people, and people of color are less likely to apply for a position if they don't meet every skill listed. At Michigan LCV, we believe our collective differences enable us to make better decisions, drive innovation, and deliver impactful results. We are committed to creating racial justice and equity within the environmental movement, and we know that begins with us doing the work ourselves.