



Director of Democracy

League of Women Voters of New Jersey

The League of Women Voters of New Jersey, a nonpartisan political nonprofit, works to empower voters and defend democracy. Founded over 100 years ago, we make democracy work by protecting voting rights and encouraging robust participation. We envision a people-powered democracy actively dismantling systemic racism and removing all barriers to full participation in our government.

Position Summary:

The Director of Democracy is a senior leadership role and develops, advances, and leads the League's voting rights and democracy reform portfolio. These initiatives include the League's census and redistricting campaigns, campaign finance reform efforts, good government campaigns, election protection initiatives, and voting rights policy.

Goals and Responsibilities (including, but not limited to):

- Lead the League's Redistricting and Census campaigns, which include growing powerful coalitions, coordinating and training volunteers, increasing public engagement and education, and executing advocacy strategies for winning reforms.
- Represent the League in additional democracy coalitions and campaigns aimed at building a multiracial democracy at the federal, state, and local levels.
- In partnership with the Executive Director, under the direction of the Board of Directors, help set and implement the organization's strategic direction and achieve the goals of the current strategic plan.
- In partnership with a Policy Analyst, analyze and draft public policy and legislation across the League's democracy portfolio, produce policy reports, and deliver impactful testimony.
- Grow key relationships with elected officials, their staff, policymakers, election officials, and other key stakeholders to advance the League of Women Voters of New Jersey's democracy policy agenda.
- In partnership with communications staff, research and draft compelling op-eds and participate in digital communications campaigns.
- Participate in strategic conversations with funders and assist development staff with grant proposals and reports.
- Represent the League in the media, growing our power and visibility.
- Represent the League on panels at conferences, seminars, events, trainings, etc.
- Manage a growing team including direct supervision of a Policy Analyst and others as assigned.

Qualifications:

- A strong commitment to the League of Women Voters' mission and values, including unwavering dedication to racial, social, and economic justice and adherence to the League's nonpartisan policy.
- Demonstrated knowledge of voting rights and good government policy, with expertise in redistricting and the census.
- Ability to work in diverse coalitions and groups and to negotiate complex policy with various stakeholders.
- At least 5 years of experience in community organizing, government relations, legislative advocacy, and coalition building.
- At least 3 years of experience managing teams.
- Strong time management skills, interpersonal skills, and judgment.
- Powerful and confident public speaker with the ability to communicate complicated ideas clearly to various audiences.
- A dynamic, energetic, collaborative, empathetic, and innovative leader that leads by example and empowers others to succeed.

Compensation and Benefits:

The Director of Democracy is a senior level exempt position and reports to the Executive Director. The non-negotiable salary range is \$80,000-\$90,000. This is a hybrid position and applicants can expect approximately 2 days a week on-site in our Trenton, NJ office or in the field. The position involves some travel during and outside of normal business hours and requires some evening and weekend work when necessary.

Benefits include 100% employer paid comprehensive health and dental plans for individual employees plus partial family coverage, life insurance, vision reimbursement, and wellness/fitness reimbursement. In addition, generous time off includes 20 PTO days, 12 sick days, 3 self-care days, 2 volunteer service days, 90 days of parental leave, and a 30-day sabbatical after 5 years of service to the organization.

Commitment to Diversity, Equity, and Inclusion

The League of Women Voters is committed to a diverse and inclusive workplace based on equal opportunity. The League is committed to hiring staff that reflects this country's full range of racial, ethnic, cultural, sexual orientation, and socioeconomic identity; a workplace where true diversity is fostered, and different perspectives are valued and freely exchanged. We encourage women, minorities, and individuals from traditionally underrepresented communities to apply.

To apply: Please email resume and cover letter to jburns@lwvnj.org. Samples of previous work are encouraged.