



Position: Senior Organizing Manager

Type: Full-time

Reports to: Political Director

Location: Colorado – must have the ability to travel to the Denver office regularly (2-3 times a week). Hybrid working model. Staff are required to be in the office on Tuesdays and Thursdays.

Application deadline: Open until filled

THE ORGANIZATION

One Colorado is a statewide advocacy organization dedicated to securing and protecting equality and opportunity for lesbian, gay, bisexual, transgender, and queer (LGBTQ+) Coloradans and their families. One Colorado's vision is a fair and just Colorado for all.

One Colorado is comprised of three organizations: One Colorado Education Fund, a 501(c)(3) that will lead the organization's public education and awareness efforts; One Colorado, a 501(c)(4) that will lead the organization's lobbying and advocacy efforts; and One Colorado PAC, a state political committee that will support the organization's political endorsements.

THE POSITION

One Colorado is seeking an experienced Senior Organizing Manager to oversee the organization's Political Organizing program and lead the implementation of major grassroots activation efforts. This role serves as the operational lead for key programs including Lobby Day, Pride season activation, Get Out The Vote (GOTV), and the statewide Coordinated Action Convening. In partnership with the Political Director, this position translates political strategy into measurable workplans, supervises and develops organizing staff, and ensures disciplined execution across legislative, civic engagement, and electoral programs.

The Senior Organizing Manager builds and manages the systems, structures, and workflows that allow One Colorado to power-build with volunteers and supporters statewide. They lead project management for major organizing programs while mentoring field staff and developing their leadership, organizing skills, and ability to independently lead programs.

This is not an entry-level position. The ideal candidate is committed to advancing the rights and protections of LGBTQ+ Coloradans and their families and brings a proven track record in grassroots organizing, staff supervision and development, volunteer leadership building, civic engagement, and coalition work. The Senior Organizing Manager is a strong communicator who maintains composure in high-pressure environments and can manage multiple priorities while meeting deadlines. They approach challenges with solution-oriented thinking, operate with a high degree of autonomy, and hold themselves and others accountable for achieving measurable goals.

JOB RESPONSIBILITIES

The Senior Organizing Manager is responsible for the following:

Program Strategy Implementation & Major Project Management

- Serve as the operational lead and project manager for Lobby Day, Pride season activation, community events, and Get Out The Vote (GOTV) efforts, including development of workplans, timelines, cross-team coordination, and milestone tracking.
- Coordinate with statewide, and local partners using available information and data to create a robust field organizing plan aligned with the Political Director's strategy;
- Translate Political Director strategy into comprehensive workplans, timelines, and deliverables;
- Implement plans to reach One Colorado's political, electoral, legislative, public education,



and civic engagement goals, ensuring coordinated execution across staff and departments;

- Lead cross-functional collaboration to achieve shared goals and ensure all One Colorado programming is aligned with and supports community organizing strategies;
- Collaborate with the One Colorado team to ensure the organization accurately represents stories from the community at-large;
- Partner with the Political Director to ensure organizing efforts support engagement with elected officials, community leaders, and key stakeholders on policy priorities;
- Support the implementation of endorsement-related organizing efforts and collaboration with the lobbying team and Political Director;
- Align organizing and community engagement efforts with One Colorado's brand and communications objectives in coordination with the Communications Manager;
- Work with coalition partners to align programs and campaigns with organizational priorities;
- Identify, manage and advance strategic opportunities to expand engagement in community and partner events aligned with organizational priorities.

Staff Supervision, Accountability & Data Governance

- Oversee One Colorado's political and organizing program, including:
 - Lead the development and oversight of supporter and voter databases, establishing clear data standards, optimizing data collection and ensuring timely and accurate data entry by the field & organizing team;
 - Establish and enforce standards for geographic tagging, role classification, and political program reporting.
 - Conduct periodic data audits to ensure compliance and data integrity across legislative, Pride, and GOTV programs.
 - Oversee production of Pride engagement reports, legislative mobilization tracking, and regional electoral turnout reports.
 - Supervise and support the field team in developing a robust and engaging volunteer recruitment and training program;
- Supervise the field team and interns;
 - Lead hiring processes, performance evaluations, and professional development planning for organizing staff.
 - Provide ongoing mentorship, coaching, and professional development support to field staff, helping them strengthen organizing skills, leadership capacity, and program ownership.
 - Foster a field team culture of open communication and collaboration; expertise and input of field team members is uplifted, utilized, and sharpened.
 - Approve organizer workplans, regional deployment strategies, and travel plans.
 - Establish consistent supervision structures and quarterly performance reviews aligned with organizational goals.
 - Lead end-of-season evaluations and produce written reports synthesizing legislative, Pride, and electoral program outcomes to inform future planning.
- Participate in One Colorado events and fundraisers;
- Other duties as assigned.



EXPERIENCE & KEY COMPETENCIES

Candidates should have at least 4–6 years of relevant experience in community organizing, electoral or issue-based campaigns, civic engagement, or advocacy work, including demonstrated experience supervising staff and managing large-scale programs. Required qualifications may come from formal employment, campaign work, community leadership, volunteer experience, or other lived and learned experience. We are especially interested in candidates who bring strong systems-thinking skills, accountability, and a commitment to LGBTQIA+ liberation alongside practical experience leading teams and executing complex projects.

We're looking for someone who has:

- Experience using the Voter Activation Network (VAN), or similar CRM systems, including designing data workflows, establishing tagging standards, pulling lists and overseeing compliance and reporting;
- Experience leading and implementing comprehensive Get Out The Vote (GOTV) programs, including managing staff, timelines and regional deployment strategies;
- Demonstrated experience managing complex, multi-phase projects with competing deadlines and cross-functional coordination.
- Strong systems-thinking skills, with the ability to build and improve workflows that increase efficiency and accountability.
- Experience leading coalition spaces or facilitating multi-organization convenings preferred.
- Strong written communication skills, including experience producing evaluation reports or program summaries.
- At least 4-6 years of experience in electoral, issue, or community organizing campaigns, including experience supervising staff and managing large-scale programs;
- Proven experience managing staff and/or leading a team, conducting performance evaluations, setting measurable goals, and holding teams accountable to deadlines and outcomes;
- Strong commitment to dismantling oppressive systems and building towards a more equitable and inclusive future;
- Familiarity with Colorado's political, LGBTQ+, and/or progressive movements;
- Personal commitment to advancing equality for LGBTQ+ Coloradans and their families;
- Interest in issues that impact LGBTQ+ Coloradans and other intersecting identities;
- A work style that is flexible, respectful, collaborative, and adaptive, with the ability to operate autonomously while maintaining strong cross-team communication;
- A commitment to maintaining a supportive, empowering work culture;
- The ability to maintain flexible work hours – including weekends, evening hours, and in-state travel 5-10 days per month;

Preferred (but not required) qualifications:

- Bilingual in Spanish and English preferred.
- A basic comprehension of the Spanish language and Latine cultural responsiveness is preferred;

COMPENSATION

Salary range is \$72,500 - \$76,000. Currently, One Colorado offers a full benefits package with medical, dental, retirement plan with partial employer match, generous holiday and paid time-off benefits, professional development budget, mileage reimbursement, and cell phone reimbursement. Currently, One Colorado covers 100% of your life insurance, medical and dental benefits.



**Please Note: All OneCo staff are required to be available the month of June and are not allowed to take time off during that time.*

TO APPLY

Email Ian Whalen, Operations and Program Manager, at ianw@one-colorado.org. Include **Senior Organizing Manager**, in the subject line and attach:

- Your resume
- Responses to the four questions below in a document (in place of a traditional cover letter). Responses can be brief; no more than **350–400 words each**.

At One Colorado, we believe lived experience is a vital form of expertise. We value leaders who bring insight from their own communities, identities, and experiences; especially those who are often excluded from traditional political and advocacy spaces. These questions help us understand not just what you've done, but how you lead, how you build systems, and how your values show up in your work.

1. Leadership & Values in Practice

How do your lived experiences and personal values shape the way you lead teams, make decisions, and structure programs in advocacy or political spaces? Share an example that illustrates how your values show up in practice.

2. Program & Project Management

Describe a complex program, campaign, or multi-phase initiative you managed. How do you structure the work, track progress, and ensure accountability across staff or volunteers? What tools, systems, or approaches did you use?

3. Supervision & Staff Development

Tell us about a time you supervised or mentored someone who was struggling, growing into a new responsibility, or needed support to meet expectations. How did you approach the situation, what actions did you take, and what was the outcome?

4. Systems & Operational Thinking

Organizing success depends on strong systems and clear data practices. Share an example of how you improved a workflow, reporting structure, or accountability process within a program or campaign. What problem were you solving, and what changed as a result?

Applications will be accepted until 11:59 p.m. on April 10, 2026. Incomplete or late applications will not be considered.

COMMITMENT TO EQUAL EMPLOYMENT

One Colorado is an aggressive advocate of inclusivity and welcomes applicants from all backgrounds – particularly people of color, women, LGBTQ+ people, immigrants or refugees, people with disabilities, and people from low- or moderate-incomes.

One Colorado is an equal opportunity employer and services provider. This non-discrimination policy applies to all aspects of the organization, including recruitment, employment, persons served, volunteers, and board service. The Organization does not discriminate in its employment decisions or provision of services on the basis of race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender identity, gender expression, age, height, weight, disability status, veteran status, military obligations, marital status, and political party affiliation, or on any other basis that would be in violation of any applicable federal, state, or local law.