



Carolina Federation Employment Opportunity

Regional Engagement Manager - Paid Canvass Program

Hiring for Full-time January 2026 through December 2026 with the Potential to Extend

Openings Currently Available in: Fayetteville, Greensboro, Winston-Salem, Wilmington

About Carolina Federation

[Carolina Federation](#) is a statewide organization that brings people together across race to build a new political majority in North Carolina - one rooted in a culture of belonging and strong enough to win elections and wield governing power in our state. Our work combines the best of Southern freedom traditions: deep base-building, transformative cultural work, power-building issue campaigns, and large-scale voter organizing.

In just four years our chapter-based membership organization has grown to become the second largest voter engagement operation in our state. But we are equally proud to be known for the depth of our leadership development, our democratic endorsement processes, and the governance of the organization by elected member leaders.

About the Regional Engagement Manager Position

The Regional Engagement Manager reports directly to the Deputy Engagement Director, and their primary responsibility is directly managing and overseeing a regional office space and a team of canvassers. The following is required:

- North Carolina resident, 21 & over, that can provide proof of your up to date COVID-19 vaccination status
- Managing an office that is open 11am-7pm 6 days a week, with at least 12 canvassers any given shift
- Requires flexible and (at-times) long hours, especially in the height of the campaign season
- Developing and constantly training lead canvassers
- Identifying, training and developing leaders within your staff
- Contributing to turf management, turf cutting and overseeing turf tracking with your Deputy Engagement Director
- Ensuring the integrity and quality execution of our canvassing strategies by being in constant communication with your canvassers in the field
- Overseeing your office's scheduling and hour-tracking
- Training and supervising all canvassers on a daily basis, conducting check-in calls and tracking their progress

- Holding every staffer accountable to the Company Policies and upholding high ethical standards
- Embodying the core values of the Carolina Federation in all your interactions with staff and the public
- Participating in partner and coalition relationship-building by attending meetings, calls, activities etc
- Flexible problem-solver who takes ownership of their role and makes sure their office runs smoothly
- Tracking results in real-time and assisting lead canvassers in the management of their canvass teams
- Building an office culture and conducting daily motivational chats or skill sessions with our canvass teams
- Make one-on-one relationship-building calls and visits with your canvassers on a daily basis
- Coordinate with field operations management to manage talent pipelines, hiring plans, employee issues
- Constantly identifying and communicating to your supervisor our most urgent needs and possible issues

In addition, we would be excited about Regional Engagement Managers who would:

- Be thrilled to help grow an innovative political organization alongside an extraordinary team
- Exemplify our core values and therefore naturally serve as an ambassador for the organization in the way you conduct yourself in your day to day interactions.
- Fit our culture of courageous leadership and playful camaraderie, and who shares our deep love of people, and ferocious commitment to power and transformation.

Requirements, skills and competencies we're looking for in our Regional Engagement Managers:

- At least one cycle working as a manager with VAN in a North Carolina paid political campaign is preferred
- North Carolina resident, 21
- Familiarity with VAN both as a canvasser and manager is ideal
- Familiarity with managing voter contact programs and the geography of North Carolina
- Strong management skills and a core desire to build people up, develop leaders, and life skills
- Experience in political campaigns
- A deep working knowledge of the issues facing Americans and North Carolinians in the upcoming election.
- Familiarity with North Carolina geography and politics
- The ability to speak compellingly about campaign issues and to inspire others.
- Competence with G Suite
- Excellent communicator

Qualities We're Looking For In All of Our Teammates

Our organization values the recruitment of staff with strong political alignment and key leadership qualities that match both the role and the kind of work we do. Because the work we do is political, fast-paced, deeply relational and about power, we look for many of the following qualities:

1. **Politically Clear:** You know why building power through elections, issue campaigns, and transformative organizing is essential. You are convinced that racial, economic, gender, and

environmental justice are what we need and you lift up the leadership and dignity of working-class people and people of color.

2. A Leader Who Unleashes More Leadership: You take responsibility for motivating others, coordinating effective collective action and building powerful teams -- even in the face of obstacles. But most of all you unleash leadership in others, igniting responsibility and ownership in those you lead.

3. Interdependent: You bring your best, rely on the strengths of others and know that we are responsible for each other's well-being.

4. Courageous and Determined: You draw from deep values and beliefs so you continue to take action towards goals, even in the face of change, fear, loss, conflict, and uncertainty.

5. Ambitious, Innovative, Relentless: You believe that you and others are capable of greatness. You believe not only that we can win but that we have a duty to win. When things get difficult you get creative and keep trying and learning until we succeed.

Compensation and Benefits

This is a temporary, full-time salaried position at \$66,163.07 annually (\$5,513.59 per month). The position will begin in January 2026 and ends in December 2026, with the potential to extend.

Benefits include:

- 100% Employer-paid premium for health insurance (medical, dental, and vision) for you and your dependents. *Note: A legal spouse can be added but you would have to pay for their premium costs out of pocket.*
- \$50,000 life insurance policy; short and long-term disability insurance policies
- 3% Guaranteed employer contribution to retirement after 6 months of employment
- Generous holidays as well as flexible paid time off
- \$1,000 budget for a new laptop if needed
- \$700 home office upfit allowance

Additional Information

Supervision - The Regional Engagement Manager reports to our Deputy Engagement Director.

Irregular Hours - Depending on the needs of the work, you will be expected to work long and irregular hours during surge periods, including on nights, weekends, and some holidays. We seek to provide rest periods following these surge periods, and we're committed to the sustainability of this role.

Car and Phone - You must have daily use of a working car, current car insurance, and a functioning cell phone. Staff are reimbursed for most work-related personal vehicle use at the federal mileage rate.

Location and Travel - The ideal candidate for this position would live in proximity to the office they are applying to. Greensboro, Winston-Salem, Fayetteville and Wilmington are our current openings. Applicants from other North Carolina-based locations may be considered. This position will require periodic travel to locations within North Carolina, including the Triad, the Triangle, and Eastern North Carolina.

How to Apply

Please send a cover letter, resume, and three references to ashleyevans@carolinafederation.org.

Interviews will take place on a rolling basis, and the start date for the role is January 12, 2026.

Carolina Federation is an equal opportunity employer. We welcome applications from all, and strongly encourage women, people of color, immigrants, and members of the LGBTQ community to apply. We emphasize skill and culture fit and do not require formal education. We encourage you to submit your application if this job excites you!