



Carolina Federation Employment Opportunity

Now Hiring: Regional Engagement Managers
in Forsyth and Wake counties.

Carolina Federation is seeking two full-time Regional Engagement Managers to manage and lead a regional office space and a team of canvassers for our paid canvass program. Openings are available in Forsyth and Wake counties for this temporary position – starting in May 2026 through December 2026, with the potential to extend.

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

About the Regional Engagement Manager Position

The Regional Engagement Manager reports directly to the Engagement Director or 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:

- Managing an office that is open 11am-7pm 7 days a week, with at least 5 canvassers
- Willingness to work flexible and (at times) long hours
- Identifying, training and developing leaders within your team
- Contributing to turf management, turf cutting and overseeing turf tracking
- Overseeing your office's scheduling and time tracking for an efficient payroll process
- Flexible problem-solver who takes ownership and makes sure their office runs smoothly
- Coordinate with field operations management to manage talent pipelines, hiring plans, employee 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, at least 21 years old
- 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.
- The ability to speak compellingly about campaign issues and to inspire others.
- Competence with Google Workspace
- 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 \$66,880 annual rate (\$5,573.33 per month). The position will begin in May 2026 and ends in December 2026, with the potential to extend.

Benefits include:

- Platinum-level 100% employer-paid premiums for health insurance (medical, dental, and vision) for you and your eligible dependent children, effective your start date. *A spouse or domestic partner can be added at your expense and may be taxable.*
- \$50,000 life insurance policy; short and long-term disability insurance coverage
- 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

Additional Information

Supervision - The Regional Engagement Manager reports to the Engagement Director or 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.

Location and Travel - The ideal candidate for this position would live in proximity to the office they are applying to. Forsyth and Wake 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 scottlewis@carolinafederation.org

Interviews will take place on a rolling basis, and the start date for the role is Friday, May 8th.

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!