



Democratic Party of New Mexico Job Opening: **Gabe Vasquez for Congress Field Organizer**

Reports To: District Organizing Director

Department: Organizing

Work Location: TBD

Job Type: Full-Time, Salary Exempt

Supervisory Responsibilities: No

How to Apply: To apply, send statement of interest and resume to polsin@dccc.org

Position Summary

The Democratic Party of New Mexico and the Gabe Vasquez for Congress campaign are seeking Field Organizers to work on this competitive and targeted congressional race. Organizers will be responsible for recruiting, training, and managing volunteers to expand the volunteer network for the campaign and execute a variety of voter contact tactics meant to turn out voters for the Democratic candidate.

This position is part of a collective bargaining unit.

Responsibilities Include:

- Recruiting, managing, and training volunteers to participate in direct voter contact, including but not limited to door-to-door canvassing, high traffic canvassing, voter registration, and relational organizing.
- Executing a broad range of visibility events to educate voters about the election and excite potential volunteers to join the campaign.
- Successfully meeting daily, weekly, and phase goals for capacity building and voter contact in your assigned district, as well as maintaining data integrity.
- Developing strong relationships with local party leaders, grassroots organizers, and key activists.
- Other department responsibilities as needed.

Skills and Qualifications

- No previous organizing experience is required.
- Ability to live and work in-person within New Mexico's 2nd Congressional District through November 2024.
- Commitment to the election of Democrats up and down the ballot.
- Strong ability to build relationships and foster a positive team culture.
- Strong interpersonal and written communication skills.
- Ability to meet tight deadlines under pressure and problem solve effectively and creatively.
- Access to a vehicle or other, reliable means of transportation.



- Ability to demonstrate multicultural competence —the awareness, knowledge, and skills needed to work with others who are culturally different from self in meaningful, relevant, and productive ways;
- Proactively fosters an inclusive atmosphere and commitment to diversity, equity and inclusion
- Ability to demonstrate multicultural competence – the awareness, knowledge and skills needed to work with others who are culturally different from self in meaningful, relevant and productive ways
- Personal and professional commitment to promoting and investing in cross-cultural skills and awareness related to individuals from broad backgrounds, races, ethnicities, religions, gender, sexual orientation, gender identity and disability.
- Proven interpersonal, communication, and collaboration skills with the ability to build relationships with staff at all levels

Monthly/Annual Salary: \$3,937.50 monthly, \$47,250 annually

Why You Should Work Here:

- We recognize and reward hard work
- A high-quality benefit package for all eligible employees that includes:
 - The position includes health, dental, and vision insurance paid 100% by the employer.
- Opportunity to contribute to a growing, dynamic campaign team working to sustain the Democratic congressional majority to advocate on issues New Mexicans care about most.
- Learn, develop, and hone professional skills related to running and operating multi-dimensional political campaigns and the operating systems that support the campaigns.
- Experience working with one of the largest Democratic battlefields and competitive campaigns.
- Opportunities to expand your network and engage with policy makers, political candidates, Democratic Party leaders and a diverse team of professionals and colleagues.
- Gain experience in cross-team interaction and exposure to other functions and departments within the DPNM.
- Equity and inclusion are actively integrated into decisions made at Senior Team and Department levels regarding hiring, contracting, and political strategy
- Professional Development programming dedicated to personal and professional growth beyond the 2024 election cycle)

About the Gabe Vasquez for Congress campaign:

With hardwork and grassroots organizing, we flipped NM-02 in 2022 with the closest vote margin in the entire country. Gabe is a first-generation Mexican-American who grew up in the borderlands and saw his mother work hard every day to support his family. She showed him the value of hard work and the struggle that it takes to achieve the American Dream. As the first in his family to be born in the United States, he's made the most of his opportunity and has worked hard to make a positive difference in his community and in the lives of others. Now, Gabe is busy in Congress fighting for reproductive choice, economic opportunity, affordable healthcare, and the best interests of New Mexico's people. The election for NM-02 will be one of the closest watched in the country, and will play a large part in determining the next majority in the House of Representatives.



About the Democratic Party of New Mexico:

The Democratic Party of New Mexico is the campaign organization that gets Democrats elected up and down the ballot. At DPNM, we are passionate about Democratic issues and values, and take pride in electing fierce Democrats to public office. We believe in building a strong state party infrastructure to create long-term success and progress. We have a culture of working hard while still making sure to take care of ourselves and having each others' backs in support of the team. We are an organization that fosters people's careers and celebrates career growth, even if/when it means moving on to another organization.

Equal Opportunity/Diversity Policy:

The Democratic Party of New Mexico is committed to diversity among its staff, and recognizes that its continued success requires the highest commitment to obtaining and retaining a diverse staff that provides the best quality services to supporters and constituents. The DPNM is an equal opportunity employer and it is our policy to recruit, hire, train, promote and administer any and all personnel actions without regard to sex, race, age, color, creed, national origin, religion, economic status, sexual orientation, veteran status, gender identity or expression, ethnic identity or physical disability, or any other legally protected basis.