



Sunrise Movement
50 F Street NW Suite 700, Washington, DC, 20001
sunrisemovement.org

Position Title: National Field Director
Reports to: Political Director
Direct Reports: Regional Field Directors
Key Relationships: Campaign Director, Deputy Campaign Director, Sunrise Semester Program Director, Managing Director
Location: Flexible
Hours: Full Time
Duration: March 2019 - December 2020

Start date: ASAP (negotiable)
Compensation: Up to \$46,200 annually
Benefits: Sunrise offers a benefits package with 100% paid premiums for health care, dental, and vision. We also offer unlimited paid vacation days, sick days, and an annual professional development fund.

Application instructions: Please upload a résumé, cover letter, and contact info for 2 references [here](#).
Application Timeline: Applications will be accepted for this position until March 1, 2019.

Sunrise Movement is dedicated to stopping climate change and creating millions of good jobs in the process, by building an army of young people to make climate change an urgent priority across America, end the corrupting influence of fossil fuel executives on our politics, and elect leaders who stand up for the health and wellbeing of all people. In November 2018, following our 6-month 75-person electoral organizing fellowship, Sunrise Semester, we launched the campaign for a Green New Deal alongside Alexandria Ocasio-Cortez. In 2019, Sunrise will continue fighting for a Green New Deal while preparing to run a scaled-up Sunrise Semester program in 2020. Sunrise Movement Education Fund (501c3) and Sunrise (501c4) are organizations dedicated to supporting the mobilization and leadership of Sunrise Movement.

Position

Sunrise Movement is hiring for a full-time National Field Director to develop and manage the field program for Sunrise Semester 2020, our electoral organizing fellowship program, as well as electoral strategy for Sunrise Movement at large. The National Field Director is responsible for working with Sunrise leadership and partner organizations throughout 2019 to determine priority races and design infrastructure in preparation for the Sunrise Semester program. In 2020, the National Field Director will be responsible for managing the execution of our field plans to engage Sunrise's full-time fellows and significant volunteer base to make the largest possible impact on the 2020 primaries and the general election.

Salary

Sunrise believes that all Americans are entitled to a \$15 living wage; our standard salary offer is based on a \$15 base wage, adjusted for cost of living in your home city. We have a formula which

incorporates additional salary variables for years of experience, dependents, and medical or student debt, which will be shared with all applicants upon the receipt of application.

Core Responsibilities

Political Strategy and Partnerships: Track the field of emerging candidates over the course of 2019. Work closely with the Political Director and Campaign Director to identify opportunities to advance the campaign for a Green New Deal in the field and through our endorsements. As appropriate, represent Sunrise to local, regional, and national electoral organizations, political candidates and campaigns, and relevant volunteer groups in the process of developing field partnerships. Approach partnerships with an orientation to movement building and a broader commitment to social, racial, and economic justice, including through investing in strategic partnerships in communities of color, low-income communities, and communities impacted by climate change and environmental injustice.

Management and Training of Regional Field Directors: Work with the Sunrise Semester Program Director and Sunrise Managing Director to recruit and train a diverse bench of local and regional field directors to plan and implement field plans for their regions. Work with the Sunrise Semester Program Director to create plans for ongoing support and leadership development for regional field directors.

Organizing Model: Evaluate Sunrise's past electoral work to systematize best practices and propose new innovations in our organizing model, including in the areas of volunteer engagement, goal-setting and tracking, and team structure and management. Oversee regional field directors to plan and implement regionally-specific, comprehensive, and volunteer-driven field plans. Have an eye towards noticing gaps between the field program and Sunrise's other programs, and crafting effective interventions.

Field Operations and Compliance: Work with the Operations and Finance Director to bring an exceptional level of rigor to Sunrise's campaign reporting and compliance practices, including proactively identifying risks and challenges. Work with the Operations and Finance Director to manage the budget for the field program. Oversee, implement, and train staff in the field program in all technical tools and infrastructure needed. *Note: no prior experience needed with compliance.*

Sustaining and Goal-Oriented Team Culture: Set, meet, and exceed goals for voter contact, volunteer recruitment, and GOTV. Design and systematize best practices for data management, tracking, and evaluation. Establish a strong culture within the field operation that centers accountability; encourages experimentation followed by evaluation; and is rooted in purpose and a commitment to overall team well-being. Model, encourage, and cultivate ambition, enthusiasm, and emotionally supportive management relationships -- building an environment where everyone, regardless of background, is able to grow and thrive.

Requirements

- Excellent organizational and written and verbal communication skills, demonstrating attention to detail.
- Positive, go-getter attitude and excellent interpersonal and management skills that motivate staff to continuously improve.
- Experience designing, maintaining, and improving on a goal-oriented management structure that invests in staff's growth and autonomy.

- Ability to prioritize and manage multiple projects simultaneously, meeting frequent deadlines and resolving complex issues and competing needs under pressure.
- Flexible, embraces experimentation, evaluation.
- At least one year of extensive experience managing and training staff.
- At least one cycle of issue-based, Congressional, Presidential, or competitive local campaign field experience. Ideally, this includes experience running an independent expenditure field campaign.
- Willing to travel nationally at least 6-7 days a month in 2019, 7-10 days a month in 2020.

Sunrise and Sunrise Movement Education Fund are Equal Opportunity Employers. We will consider applicants for this position without regard to any category protected by applicable federal, state or local law, including but not limited to: race, color, religion, sex, national origin, age, physical or mental disability, genetic information, veteran status or uniformed service member status. Women, people of color, LGBTQ people, young people, and members of other historically disenfranchised populations are strongly encouraged to apply.

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