



ROLE: Deputy Director

LOCATION: Washington, DC

START DATE: Immediately

REPORTS TO: Executive Director

ROLE OVERVIEW

Democrats for Education Reform DC (DFER DC) – DFER DC seeks a Deputy Director to manage the following areas: political and electoral programming, issue advocacy, and communications. This role is ideal for someone with excellent management skills and who thrives in an entrepreneurial, flexible, and high-intensity political environment. DFER DC has a hybrid workplace policy with at least two days per week in person.

WHO WE ARE

DFER DC recruits, educates, and helps elect Democratic and progressive candidates who are dedicated to creating a public education system in Washington, DC, that justly and equitably serves all students. We believe strongly in centering students in policymaking, advancing racial equity, and constantly improving our public education system so that our Black, Brown, English Learners, students with different abilities, LGBTQ+ students, and students from low-income families receive a high-quality education from preschool through postsecondary education and training that enables them to enter the workforce well-prepared and free from crippling student loan debt.

WHAT WE DO

- 1. Support for Progressive Education Leaders** — In an approach that is markedly different from our peers and partners in the field, DFER DC engages directly with candidates and elected officials to empower them to advocate for education policies that focus foremost on serving students. The non-profit organization Education Reform Now DC, whose mission is aligned, involves policy research, analysis, and education that helps policymakers at all levels understand complex education issues and make informed decisions.
- 2. Inform the Education Debate in DC** — We work collaboratively with organizations and our community networks to create an education system that is held accountable to all kids and families.
- 3. Target Interventions and Rapid Response** — DFER DC's breadth and depth of reach from Advisory Neighborhood Commissions to Ward-based education councils to DC State Board of Education members and DC Councilmembers enable us to respond quickly to the changing landscape and policy trends. Activities vary significantly from project to project and may include

training, policy analysis, public engagement, electoral and issue advocacy, and policy guidance for elected officials and local advocates.

KEY RESPONSIBILITIES

Manage Political and Electoral Program

- Assess the landscape for strategic short and long-term political engagement and organizing.
- Execute all aspects of political and electoral engagement with final approval by the Executive Director.
- Create a vision for the organizing program and manage the Organizing Managers with assistance from the consultant.
- Work directly with candidates to achieve DFER DC's mission.
- Manage political consultant.

Communications and Issue Advocacy

- Manage all external communications, including press releases, statements, speeches, policy briefs, newsletters, and op-eds with assistance from the consultant.
- Design and execute issue advocacy campaigns.
- Provide strategic guidance and support to execute coalition goals successfully.
- Manage communications consultant.

QUALIFICATIONS

- Passion for DFER DC's mission and vision, along with a desire to advance racial equity and justice
- Must be a DC resident or willing to immediately move to DC
- Bachelor's degree required
- Proficiency in VAN, NGP VAN, ActBlue, and other advocacy and campaign tools
- 5+ years of political experience, managing campaigns or supporting candidates
- Management experience required
- Ability to develop and maintain external relationships
- Excellent communication skills, both verbal and written
- Ability to think strategically, critically, and creatively
- Exhibits a positive, "can do" attitude
- Excellent interpersonal skills
- Ability to manage a diverse group of stakeholders
- Track record of successful project management
- Willingness to be flexible in an entrepreneurial and sometimes tense political environment

COMPENSATION

The salary range for this position is \$100,000 - \$115,000. DFER DC is proud to offer excellent benefits: health, vision, and dental coverage; flexible spending plan; life insurance; short- and long-term disability insurance; 401K plan with a match plan; flexible spending/benefits plan; paid family leave; paid time off (vacation, sick time, and all National holidays).

COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

Democrats for Education Reform DC welcomes applications from all and strongly encourages women, people of color, people with different abilities, immigrants, refugees & LGBTQIA people to apply for this position. We are committed to maximizing our organization's diversity and recruiting a team that reflects the diversity of DC students.

HOW TO APPLY

Please apply as soon as possible. All applications are held in strict confidence. Interested candidates should [apply here](#) with a resume and a cover letter explaining why they are an ideal candidate for this position. References will be requested at a later stage of the selection process. A limited number of candidates will be scheduled for phone interviews.