



Democracy For All Lead Organizer

The Michigan League of Conservation Voters Education Fund (MLCVEF) – one of Michigan’s largest, most impactful organizations tackling drinking water contamination, the rapidly-worsening impacts of climate change, and efforts to undermine our access to the ballot – is seeking a dynamic, temporary, full-time Voting Rights Lead Organizer to educate, engage and mobilize voters to participate in the 2026 Midterm Election across Southeast Michigan while expanding statewide efforts that protect voting rights, grow civic power, and respond to emerging threats to democracy – especially facing Black, brown, young, and historically disenfranchised voters. They will engage voters and community partners to grow our volunteer base, register voters, educate on early voting options, and build collective strength in Southeast Michigan

The ideal candidate has a tenacious, self-starter attitude with experience in political candidate campaigns, issue-based community organizing, and/or union worker organizing. They are an organizer at-heart, with a deep understanding of the threats against Democracy and are well-versed on policies affecting marginalized communities as it pertains to climate and environmental justice impacted issues. The ideal candidate is detail-oriented and able to build genuine relationships with diverse constituencies. They are passionate about politics and the value of our vote, and want to be immersed in the high-speed work of it.

Key Responsibilities

The Democracy For All Lead Organizer is a **temporary** position based in the Detroit metro area that reports to the Voting Rights Manager, is responsible for the day-to-day supervision of Democracy For All (DFA) Voting Rights organizers, supporting the successful implementation of direct voter contact and engagement strategies. Core responsibilities include:

Team Supervision & Field Management

- Supervise, train, support, and motivate a team of Voting Rights Organizers in coordination with the Voting Rights Manager, ensuring high performance and accountability
- Assess organizers’ understanding and alignment with DFA’s vision and equip them to effectively communicate and build support for that vision among staff, partners, and community stakeholders
- Facilitate daily check-ins; weekly 1-1’s, provide coaching, retraining, and performance evaluations, as needed
- Collaborate with the Voting Rights Manager to develop and implement performance improvement plans and team strategy

Conduct daily, measurable field work throughout Metro Detroit and other targeted areas

- Organize and execute in-person events with strong attention to detail, demonstrating support for voter education and safeguarding elections
- Educate community members on ballot measures, signature petitions, threats to democracy, and opportunities for direct action

- Build and maintain active relationships with trusted local hubs like barber shops, churches, high schools, senior centers, and block clubs.
- Represent Michigan LCV at community events, building visibility and trust.
- Participate in all Michigan LCVEF's issue-based work – doing the hard work of community organizing, which includes but not limited to: phone banking, door-to-door field canvassing, text banking, relational organizing, and direct voter engagement events

Program Support and Supervision

- Oversee and execute events across targeted cities to include participating in vote tripling, phone and text banking, and shadowing event outreach.
- Help team meet established voter contact, volunteer recruitment, turnout, and event participation goals; proactively identifying underperformance and implement corrective action plans in coordination with the Voting Rights Manager
- Ensure quality control of all voter engagement interactions and data collected by the team
- Assist with building committees around DFA coalition efforts
- Capture and follow-up on commitment of tasks encouraging practices that emphasize performance, sustainability and relationships
- Maintain limited direct voter contact responsibilities to model best practices and remain connected to on-the-ground field realities, while prioritizing team supervision and strategic oversight
- Create and manage work plans for organizers that align daily field activities with DFA's overall strategy and performance goals
- Plan and run meetings: be able to set the goal and agenda, facilitate dialogue and keep to the task at hand

Data & Reporting

- Monitor progress to goals and provide the Voting Rights Manager with regular field updates and analysis
- Analyze field trends, identify misinformation patterns or barriers to voter access, and escalate strategic recommendations to the Voting Rights Manager in real time
- Support accurate and timely data entry and report preparation using tools like Google Sheets, VAN, and EveryAction

Events & Partnerships

- Represent the DFA Votes program at community events, civic engagement activities, and in coalition spaces as needed
- Help execute pop-up events, early voting rallies, and site activations alongside local partners and the DFA team

Qualifications

We are seeking candidates who excel at building genuine relationships, who are natural problem solvers, self-starters, results-driven, and who are looking to become long-term community leaders through democracy and justice. Skills include (but are not limited to):

- At least 1 year of experience managing a team, ideally in community organizing, electoral campaigns, or youth leadership programs

- A minimum of 3 years of experience organizing and inspiring action in volunteers who represent a rich mix of people across race, gender, sexual orientation, and other group identities is preferred
- A minimum of 2 year of experience working within on electoral, issue or union organizing campaigns in field operations is preferred
- Reliable access to transportation for travel across the Detroit Metro Area, the internet, and a phone to use for work purposes as well as the ability to participate in campaign activities like phone banking or canvassing
- Excellent communication and interpersonal skills, including a demonstrated ability to listen to others and articulate their ideas clearly
- Knowledge of issues pertaining to Michigan's land, air, water, and democracy
- The ability to work well independently and with others as a team
- An ability to build genuine relationships and lead conversations with a wide-range of stakeholders and marginalized voters
- Experience managing multiple projects successfully in a goal-driven, fast-paced, focused environment with quick changes and momentum shifts
- Experience working with a variety of database systems, including (but not limited to) Microsoft Excel, Google Suite, Empower, Voter Activation Network or Every Action is preferred
- Ability to work Monday through Friday from 10:00 AM - 6:00 PM, **with ability to work weekends and evenings as needed and 12-hour mandatory shifts on Election Day.**

Cultural Competence

- Demonstrated awareness of one's own cultural identity and the ability to learn and build on varying community norms
- Commitment to equity and inclusion as organizational practice and culture
- Understanding of how environmental and democracy issues intersect with racism, economic and social inequality in the U.S. and has a passion for working to dismantle these systems
- Willingness to learn and continue to develop cultural competence in line with organizational goals

Time Commitment & Compensation

This is a seasonal position running **mid-May through November 8, 2026**. Compensation is \$27 per hour at 40 hours per week. Michigan LCVEF has engaged an external staffing partner to hire these temporary positions, additional details will be provided during the interview process. This position will be hired through an external payroll vendor.

How to Apply

[Click here to apply](#). Applications will be reviewed on a rolling basis. If you need accommodation or assistance with our online application, please tell us how we can make this process accessible to you by emailing jobs@michiganlcv.org or by calling us at (734) 222-9650.

We know not all strong candidates will have every skill we list. We still want to hear from you. Research shows that women, non-binary people, disabled people, and people of color are less likely to apply for a position if they don't meet every skill listed. At Michigan LCV, we believe our collective differences enable us to make better decisions, drive innovation, and deliver impactful results. We are committed to creating racial justice and equity within the environmental movement, and we know that begins with us doing the work ourselves.

