



## Field Director

### **Job description:**

The Field Director is responsible for designing and leading a best-in-class statewide field program in one of the country's most complex and competitive electorates.

### **Responsibilities:**

The Field Director has the following responsibilities and duties:

- Architect and execute the campaign's statewide field strategy, from early persuasion through Election Day turnout.
- Build, manage, and scale a high-performing field department, including regional directors, organizers, and volunteer leadership.
- Direct all voter contact programs: canvassing, phones/texts, relational organizing, and coalition-based outreach.
- Set clear performance benchmarks; use data, modeling, and reporting to continuously optimize tactics.
- Integrate field operations with digital, political, and communications teams to ensure message and targeting discipline.
- Develop and manage field budgets, timelines, and operational plans.
- Serve as a senior advisor to campaign leadership on turnout strategy, targeting, and resource allocation.

### **Requirements:**

The Field Director should have the following skills, attributes, and experience:



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- At least one cycle as a Field Director or two cycles as a Deputy Field Director in a competitive federal or statewide race.
- Demonstrated success running data-driven persuasion and GOTV programs
- Deep knowledge of California electoral dynamics.
- Proven ability to build strong teams, enforce accountability, and execute under pressure.
- Willingness to commit fully to the demands of a high-intensity statewide race, working nights, weekends, and holidays.

**How to apply:**

Please send your resume and cover letter to [info@mahanforcalifornia.com](mailto:info@mahanforcalifornia.com) with the subject line “[NAME] Field Director” as soon as possible.