



Voter Protection Deputy Director

Fair Fight's mission is to advocate for election reform by engaging in voter education and advocacy activities to secure the voting rights of Georgians and advance voter protection in states across the country.

To do this, we seek a talented Deputy Director to help us develop and implement voter protection programs in Georgia and in our Fair Fight 2020 partner states.

What you'll do

1. Ensuring strong Voter Protection programs in GA

- a. Working with teams across FF and our allies around the state, ensure that we are delivering strong support to GA voter protection efforts, including monitoring threats to voters, coordinating responses, identifying opportunities and developing strategies to expand access to voting, promoting voter education efforts, and participating in work related to voting during legislative session
- b. Provide support to Fair Fight's legal team working on our Fair Fight et al vs. Raffensberger voting rights litigation as needed

2. Own portfolio of Fair Fight 2020 states. Serve as the Fair Fight lead for a portfolio of Fair Fight 2020 states, supporting state parties in the development and execution of exceptionally high-quality voter protection programs, which will include reviewing election administration policies; building relationships with local elections officials; recruiting, training, and managing volunteers; preparing for potential litigation; and running strong election day programs.

- a. Serve as a thought-partner to Voter Protection teams within your states
- b. Ensure that partners have the resources they need
- c. Work with partners to ensure they are on track to meet their goals and help them resolve issues that arise
- d. Maintain clear and consistent communication externally and internally on your states

3. Manage relationships with key national and state-level stakeholders, from party officials to staff and allied organizations

- a. Ensure timely and strong communication that keeps everyone on the same page and helps advance our shared goals
- b. Identify and leverage opportunities for collaboration and effective problem solving
- c. Maintain positive and collaborative spirit

4. **Develop compelling and clear training materials and resources for Voter Protection teams in our FF2020 states and beyond**
 - a. Working with state parties and others, proactively identify needs and develop a plan to create the appropriate tools
 - b. Where needed, design and build comprehensive, intelligible, and culturally aware general resources that can be used across states but are flexible enough for states to customize for their circumstances
 - c. Take a leading role in planning and executing training for voter protection staff, including in-person events and on-going initiatives
5. **Be an effective member of a small but scrappy team**
 - a. Think critically about our mission and goals, and constantly consider what else we should be doing to achieve them or how we could work differently to be more effective
 - b. Effectively manage up and down to ensure that team members are aware of what is going on and that no balls are dropped
 - c. Jump in and pitch hit as needed to ensure that organization priorities are accomplished
 - d. Contribute to a positive, creative culture

Who You Are

1. **Strategic, creative and scrappy problem solver:** You look at everything with an eye towards how it can be accomplished. You are rigorous in your thought-processes and decision making, but also know how to move quickly and effectively to get the job done. You see both the big picture and the small pieces, and are comfortable jumping between these two levels of analysis.
2. **Seasoned political operator:** You know how to move people, whether volunteers, donors, activists, or the press. You have brought people together around common goals and managed them effectively to achieve them. You know how to navigate a political landscape. You are no stranger to discussing flake rate, party structure, or VAN, and get why all this matters in Voter Protection.
3. **Culturally aware relationship-builder:** You have deep experience working with historically marginalized communities and building strong relationships across lines of difference. You are empathetic, garner trust, and are eager to listen.
4. **Genuine team player with a spirit of “yes”:** You are consistently and effectively able to spot and fill even the smallest gaps in our team—a state team, our department, or our organization. You are willing to step up when needed and are comfortable asking others to do the same. You are flexible, comfortable operating in ambiguity, and have grace for others who are working in the same environment.
5. **Effective and obsessive communicator:** You over-communicate with those at all levels—above, below, and lateral to you. Your communication is exceptionally clear and consistent.

6. **Frequent flyer (aspirational or actual):** You are able to travel frequently for work, whether taking an 8am flight out in the morning and an 8pm flight back the same day or hitting three states over a week-long trip. You have the stamina and self care necessary to sustain yourself while delivering high quality work.
7. **BONUS: Tough-as-nails, no-fuss lawyer:** You are a strategically-minded attorney who's passed the bar of any state. You bring strong skills and instincts to the table but also are excited to collaborate with other attorneys who will contribute heavily to the legal strategy in a given state.

Working At Fair Fight

This position is in Atlanta, Georgia. The salary band for this position is competitive, commensurate with the quality and breadth of experience the successful candidate brings to the table. In addition, we offer paid time off and health benefits to all full-time employees.

To apply, please submit your application to careers@fairfightaction.com: 1) a cover letter, 2) an updated resume, and 3) a sample email you've sent to nudge a stakeholder on an overdue project deliverable or request. Please include "VP Deputy Director" in the subject line of your email.

To deliver on our mission, Fair Fight hires and supports a diverse team of the best and brightest, most mission-driven people available. We welcome applications from candidates from all backgrounds and walks of life, and work hard to create an environment where everyone on our team feels included, involved in key decisions that affect them, and encouraged to bring their full selves to work. Learn more about us at www.fairfightaction.com.