Guiding a people-centered, progressive politics. Winning on some of the most critical social justice issues of our time. That's what we do at Wellstone Action – and we invite you to join us.

We’re the largest training center for frontline organizations, activists, progressive candidates, and campaigners in the country. Headquartered in MN, with staff and trainers anchored across the nation, we bring the hard skills and necessary strategies that help progressives build stronger organizations and run smarter campaigns to win on the issues that matter to real people.

As a Principal in Wellstone’s Political Leadership work, you will work with leading national- and state-based progressive organizations to identify new and emerging political activists and leaders, train them to run winning campaigns, and build governing majorities that can move a progressive public policy agenda. And you’ll work with a highly strategic, results-driven, and good-humored organization that cares as much about our people as we do about the work.

**Overview**

Founded in 2003, Wellstone Action ignites leadership in people and power in communities to win change in the progressive tradition of Paul and Sheila Wellstone. Our Political Leadership work is focused on building multi-partner, integrated candidate pipelines that focus on:

- Changing the Choices – where we work with state-based and national partners to develop their capacity to identify, recruit, and develop progressive leaders (especially from under-represented communities) and move them to become winning candidates;
- Winning with Conviction – where we train candidates and their campaign teams to run authentic, values-based campaigns and win elected office;
- Governing as a Progressive – where we train elected progressive leaders to govern as progressive champions.

**Primary Responsibilities**

As a Principal, you will assess partner needs and opportunities and assist them in building their capacity to be vibrant, effective electoral organizations that can effectively contest for power. You will work with a dynamic, diverse, and innovative multi-member team to grow this cutting-edge work. Specific responsibilities include:

- Build and Develop Key Organizational Partnerships and Priorities – maintain and build organizational partnerships and relationships and deepen them through impactful training and technical assistance;
- Manage Political Leadership Training Programs – provide strategic direction and oversight of political leadership program work, supervise our Camp Wellstone program
and the staff who administer it, and ensure integration of these trainings into broader political leadership pipeline projects;

- Design and Deliver Customized Trainings – develop a deep understanding of our partner organizations’ structure, capacity, and short- and long-term goals, and design, develop, and deliver customized trainings to meet partner needs;
- Provide Strategic and Technical Assistance – consult with, facilitate discussions with, provide feedback to, and mentor partner organizations around their electoral, civic engagement, and training programs;
- Lead and Develop Program Teams – assemble and manage training teams for customized trainings or projects, including mentoring, prepping, and evaluating trainers; work with Finance Team to generate and track contract/MOUs and invoices for fees and expenses;
- Secure Resources and Develop and Manage Project Budgets – develop and manage budgets to meet program priorities and help identify and raise earned income and other financial resources to fund those priorities.

Required Qualifications

- Minimum of 8 years of combined experience in electoral, labor, and/or community organizing work with a focus on electoral politics or civic engagement – with at least 5 years of direct, frontline electoral campaign work
- Experience developing or running electoral campaigns
- Dynamic training and facilitation skills
- Excellent verbal, written, and interpersonal communications skills
- Experience building programs or managing staff
- Broad experience writing either grants, program proposals, strategic plans, and/or training materials/manuals
- Strong self-initiative and ability to work without significant day-to-day supervision
- Ability to work as part of a team in a fluid and changing environment
- Willingness to work non-standard hours and travel extensively (at least three times a month), including weekends, when required
- Deep and demonstrated commitment to social, economic, and racial justice

Preferred Qualifications

- Experience facilitating strategic visioning or planning processes
- Proficiency in Spanish
- A great sense of humor – we’re serious about not taking ourselves too seriously

Compensation, Benefits, and Background

Compensation for this position is competitive and based on experience, and includes a comprehensive benefits package with health/dental/life/disability insurance, paid time off, retirement benefits, and more. Wellstone Action offers a rewarding and lively working environment. We are based in St. Paul, MN, although this position can be located anywhere in the United States convenient to regular travel.

Application Deadline

This position is open until filled, and applications will be reviewed on a rolling basis. Please email your letter of interest and current resume to hiring@wellstone.org.

Wellstone Action is an equal opportunity employer. We actively encourage people of color and Native Americans to apply for this position and all positions at Wellstone Action.

For more about our work building the world where “we all do better when we all do better,” check us at www.wellstone.org.