



Principal – Public and Political Leadership, Movement Building, or Movement Technology

Position: Wellstone is hiring three Principal positions, one in each of the following areas: Public and Political Leadership, Movement Building, and Movement Technology

Status: Full Time, Exempt

Location: Flexible

Deadline: Open Until Filled

With 80,000 alumni and 350 partner organizations in all 50 states, Wellstone is the progressive movement's premier center for public and political leadership development, supporting frontline organizations, activists, candidates, and campaigners across the country.

Headquartered in Minnesota, 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 immediate change and build enduring governing power. Founded in 2003, Wellstone ignites leadership in people and power in communities in win change in the progressive tradition of Paul and Sheila Wellstone.

Overview

[As a Principal in Wellstone's Public and Political Leadership work](#), you will work with frontline organizations, candidates, and campaign operatives to help them to address representation gaps, run winning electoral campaigns, and achieve bold progressive policy outcomes. Your work will include:

- Changing the Choices - where we work with state-based and national partners to build integrated candidate pipelines - developing their capacity to identify, recruit, and develop progressive leaders; close power and representation gaps for people of color, women, and LTBTQ communities, among others; and move leaders to become winning candidates;
- Winning with Conviction - where we train candidates and campaign operatives to run strategic, authentic and values-based electoral campaigns;
- Governing as a Progressive - where we train elected leaders to govern as progressive champions.

[As a Principal in Wellstone's Movement Building work](#), you will work with grassroots progressive groups and networks across the country, guiding them to win short-term issue and electoral victories while helping them become more strategic and effective for the long term. Your work will include:

- Integrating base-building, advocacy and electoral work - provide partners strategic and technical assistance to help integrate power building deep into their internal organizational culture and structures, as well as their external campaigns and coalitions;
- Working with groups to develop progressive, structural democracy reforms that build power and inclusivity;
- Training the skills necessary for winning - provide training on best-practice organizing, campaigning, and strategic planning;
- Developing continuous leadership pathways - help partners develop strategic training programs and provide leadership development pathways, including further skills development and connections to movement opportunities.

[As a Principal in Wellstone's Movement Technology work](#), you will support practitioners in emerging technology (principally digital and data) for the progressive movement. You will build upon, re-imagine, and expand the body of work formerly held by New Organizing Institute, which folded its programs into Wellstone late last year. Your work will include:

- Designing and delivering customized trainings for new digital and data strategists as well as those seeking to take their skills to the next level, including Data and Digital week-long trainings as well as short-form skills trainings for movement organizers and tech creators;
- Developing our values-based tech curriculum, drawing on deep community and cultural knowledge and strategically building pathways so that creatives, vendors, open-source techies, campaign data and digital folks, and organizers can work together to build a vibrant, formidable progressive tech sector;
- Delivering technical assistance support that prepares progressives to work across campaign, nonprofit, and vendor spaces - *we're especially looking for this Principal to bring additional field experience and high-level expertise in digital organizing to our team.*

Regardless of your Principal role, you'll be joining a highly strategic, results-driven, and good-humored organization that cares as much about our people as we do about the work (you know: a lot).

Primary Responsibilities

While the primary shape of your work may vary slightly depending on your Principal role, specific responsibilities will include:

1. Growing and Deepening our Partner Relationships
 - Serve as primary point of contact for a set of partners; learn and understand their perspective; build credibility and ensure they see you as a trusted partner (not a vendor)
 - Proactively identify and create new partnership opportunities
2. Delivering Partner Impact
 - Develop a deep understanding of our partners' structure, capacity, and short- and long-term goals around their electoral, civic engagement, issue advocacy, and/or capacity-building and training programs
 - Provide impactful, customized training and technical assistance and thought partnership to support our partners in achieving their goals
 - Write and develop excellent curriculum and training materials/overall content
 - Deliver strategic guidance and facilitation with partner organizations and stakeholder coalitions
 - Execute project and budget management goals excellently, on time, in accordance with mutually negotiated expectations
3. Leading, Developing, and Collaborating with Teams
 - Assemble and manage training teams for customized trainings or projects, including prepping and evaluating trainers both within and outside of Wellstone
 - Collaborate with the Operations team to generate and track contracts/MOUs and invoices for revenue, fees, and expenses
 - Work with Communications and Development teams to report on program outcomes and help tell the stories of our alumni and partners
4. Ensuring Necessary Funding to Meet Impact and Revenue Goals
 - Develop budgets in conjunction with your Program Director to meet program priorities and generate earned income and other financial resources to support our impact goals
 - Develop program proposals and scope out the full cost of the work
 - Conduct funder meetings and collaborate in managing funder or sponsor relationships

Required Qualifications

Who You Are:

- **Approach**
 - Strong self-initiative and the ability to work independently; able to own significant projects and follow through to completion without heavy day-to-day supervision
 - Committed to progressive, inclusive leadership, including valuing and prioritizing work with diverse coalitions and communities
 - Highly relational, with a strong belief in the importance of relationship-building for success, both internally and externally
 - Thoughtful, strategic leadership combined with energy to do the day-to-day work of program delivery
 - Tenacious and flexible, with a “getting to yes” attitude and a propensity for working through roadblocks and achieving your goals
 - High standards and peak performance – a drive toward ambition and delivering excellent work, including the ability to manage and successfully execute multiple projects simultaneously
 - Openness to giving and receiving feedback for continuous learning, evolution, and improvement – you’re committed to building your own skills as well as building the skills and capacity of your colleagues
 - Deep and demonstrated commitment to racial, social, economic, and gender justice
 - A great sense of humor – we’re serious about not taking ourselves too seriously

- **Experience and Skills**
 - 5-7 years of combined experience in electoral, organizing, and/or advocacy work
 - Dynamic training and facilitation skills, including agenda design, curriculum design, and written resource development
 - Direct experience developing programs, including planning, budgeting, and financial management
 - Excellent verbal, written, and interpersonal communications skills
 - Demonstrated entrepreneurialism, innovation, and creativity: having imagined and built something new in the world
 - Willingness to work non-standard hours, including weekends, and travel extensively when required

Compensation and Benefits

Compensation for this position is competitive and includes a comprehensive benefits package with excellent health/dental/life/disability insurance; exceptionally generous and flexible paid time off; retirement benefits; FSA enrollment; and more.

Wellstone offers a lively and highly rewarding environment. We are headquartered in Saint Paul, MN, although these positions can be located anywhere in the United States convenient to regular travel.

Application Deadline

These positions are open until filled, and applications will be reviewed on a rolling basis. Please email your letter of interest and resume to hire@wellstone.org. Please be sure to specify which Principal position you are applying for in the subject line - Public and Political Leadership, Movement Building, or Movement Technology - as we’re hiring one of each.

Wellstone is an equal opportunity employer. We actively encourage people of color, Native Americans, women, LGBTQ people, and other underrepresented and marginalized communities to apply for these positions and all positions at Wellstone. For more about our work building the world where “we all do better when we all do better,” check us out at www.wellstone.org.