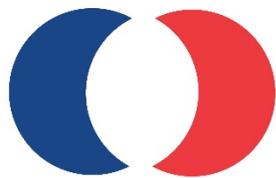


**Democracy
Found**



**Democracy
Found**
Action

Campaign Coordinator

Position Profile – Wisconsin

Democracy Found and Democracy Found Action

Organizational Overview

Our mission is to pass legislation instituting Final-Five Voting: top-five primaries and instant runoff general elections for federal elections in Wisconsin.

- Democracy Found advances this mission through education and outreach activities.
- Democracy Found Action advances this mission through legislative and political outreach activities (i.e., lobbying).

History and Support

The Democracy Found initiative was co-founded by Wisconsin business leaders Katherine Gehl and Austin Ramirez in 2018.

The initiative came together based on Gehl's origination of "Politics Industry Theory": the use of competition theory to diagnose our political system's problems and create innovative solutions like Final-Five Voting. This theory and analysis is published in her book, [The Politics Industry](#), and Harvard Business Review article [Fixing U.S. Politics \(both co-authored with HBS Professor Michael Porter\)](#). Gehl's [17min TED Talk](#) provides a brief overview of the theory and key solution.

Not long after Gehl's development of Politics Industry Theory, Ramirez was serving a one-year term as a White House Fellow in the National Economic Council of both the Obama and Trump Administrations. There he saw firsthand that policymakers often agree on solutions and yet nothing happens because politics gets in the way. He understood that Gehl's Final-Five Voting can change that dynamic and teamed-up with Gehl to support it in Wisconsin.

Democracy Found's original supporters form our [Advisory Council](#). This cross-partisan group hosted an [event in May 2018](#), where Lynde Uihlein and Andy Nunemaker articulated the systemic nature and broad support behind Final-Five Voting. A lifelong Democrat, Uihlein is one of Wisconsin's most prominent supporters of liberal causes and candidates. A diehard Republican, Nunemaker hosted the only fundraiser for Donald Trump in Wisconsin during the 2016 election. "We have differing opinions on ballots, on policy, on elections," Uihlein acknowledged that night, "and Andy and I haven't changed our minds about what is of value to us, and what's important, and how we're going to vote." Nunemaker added, "But we do agree on this: our current system does not do justice to the United States and our great country. It doesn't deliver long-term solutions to our greatest political challenges, and divides us." Uihlein and Nunemaker declared to the almost four hundred people in attendance that they were working together to change election rules in Wisconsin. With many others, they're still at it.

Early and influential support from bipartisan state elected leaders, Sen. Dale Kooyenga and Rep. Daniel Riemer, has been critical to progress on Final-Five Voting in Wisconsin. They recognize, "The dysfunction in our nation's capital will not miraculously clean itself up. We at the state level share responsibility for cleaning up the mess at the national level, because as elected state leaders, we have the power to do something about it." ([Milwaukee Journal Sentinel, May 2020](#))

Congressional leadership has been championed by Rep. Mike Gallagher (R-WI) who wrote, "The next generation of elected leaders is not required to carry on the dysfunctional legacy of gridlock and bad blood that has defined our recent politics. We must match our love of country with a system that's designed to serve the people, not the "political-industrial complex." We want to look back on our careers in public service and see that we were able to make American lives better, coast to coast." ([The Politics Industry, Foreword by Reps. Mike Gallagher and Chrissy Houlahan](#))

Position Profile: Campaign Coordinator

This is an opportunity for a developing leader in Wisconsin to be a critical part of the growing nonpartisan electoral innovation movement, focused on powerful and achievable change to realign incentives for elected officials so they are accountable for delivering real results.

Along with the Executive Director, the Campaign Coordinator is responsible for the success of Democracy Found, exemplified by passage of Final-Five Voting for federal elections in Wisconsin.

The Campaign Coordinator will primarily be accountable for:

- **Administration and Operations:** In partnership with the Executive Director, managing operations and administration of two tax-exempt entities. This includes: project managing towards strategic plan and deliverables; managing finances and budget with the contracted accountant; supporting fundraising; and scheduling for the organizations and Executive Director.
- **Events and Outreach:** Soliciting opportunities and managing advance and follow-up of events throughout Wisconsin to expand awareness of and support for Final-Five Voting.
- **Network Support:** Work closely with the Executive Director to manage the leadership-raising strategy and execution, including building and cultivating a deep network of supporters. Liaise with the Institute for Political Innovation to ensure Wisconsin is leveraging best-practices and marketing materials from national Final-Five Voting efforts.
- **Social Media:** Manage organizational online communication strategy and daily execution.

The character sketch of the ideal candidate is as follows:

- Committed to the mission of systemic electoral innovation, above any partisan affiliation
- A problem solver
- A detail-oriented project manager
- A highly organized self-starter who is intrinsically motivated yet collaborative
- An excellent written and oral communicator
- Relationally-oriented with strong interpersonal skills
- Willing to engage at all levels to get the job done

The qualifications for the ideal candidate are as follows:

- Bachelor's required; master's encouraged
- At least 3 years of experience in professional environments, including a track record of delivering measurable results and successes (ideally in politics or policy work)
- Proficiency in Microsoft Word, Excel, Outlook, PowerPoint, Salesforce (ideally, or other CRM), WordPress (CMS), Social Media Platforms
- Willingness to travel as required for the position (primarily throughout Wisconsin)
- English proficiency
- Able to work legally in the United States
- Willing to take post-offer pre-employment psychological profile

While this profile is intended to be an accurate reflection of the most significant duties of the current position, it is not necessarily exhaustive of all responsibilities, duties, efforts, requirements or expectations. Other duties may be assigned as necessary.

All employment decisions are based on business needs, job requirements and individual qualifications, without regard to race, color, religion, gender, sexual orientation, marital status, age, national origin, physical or mental disability, veteran's status, citizenship status or any other protected status under applicable laws or regulations.

We encourage individuals of all backgrounds to apply. If you are a qualified candidate who needs reasonable accommodations to apply for this position, please contact us.

Candidate Application Information

For full consideration, please email all three items below, combined into one document/attachment, to sara@democracyfound.org, no later than 5:00 p.m. CST on April 30, 2021:

1. A **letter** describing your qualifications for the Campaign Coordinator position, including your specific interest in this work and a description of your salary parameters;
2. A detailed and updated **resume**; and
3. The names of, your relationship to, and contact information for, **three professional references**.

Please note:

- References will not be contacted until a candidate has been notified.
- Background and verification checks will subsequently be performed, with candidate permission, and are required to be hired for this position.
- All inquiries and interactions with potential candidates are kept in confidence.