



Conservation Voters FOR IDAHO

Job Announcement: Campaign Manager

Announcement date: **April 17, 2026**

Applications will be reviewed on an ongoing basis and first review will begin:

May 22, 2026

Anticipated start date: **June 15, 2026**

Overview

Conservation Voters for Idaho (CVI) protects Idaho's environment and quality of life by informing, engaging, and empowering citizens who care about our natural heritage, thriving democracy, and healthy communities. CVI is seeking a Campaign Manager to use canvassing and outreach methods to connect with Idahoans to increase support for Conservation Voters for Idaho mission, programs, and aligned elected officials. They will work to build and maintain a robust network of supporters ready to take action on a variety of mission-related topics including clean energy, public lands, climate resilience, voting rights and voter turnout.

This position requires a passionate, outgoing individual excited about engaging in conversation with a broad spectrum of Idahoans. The Campaign Manager will be responsible for implementing strategies set by the Executive Director to administer and manage local and statewide political campaigns, engage and mobilize community members, and support the overall goals of CVI's leadership team. This position will be expected to engage in door-to-door canvassing or other outreach activities at least during election seasons. This position will supervise the Field Organizer and Voter Outreach Specialist positions. The Campaign Manager will be expected to work nights and weekends as needed, especially during election cycles when more than 40 hours per week will be necessary.

Primary Tasks and Areas of Responsibility

Field Work & Elections:

- Work with the Executive Director to create field organizing plans that support the organization's strategic vision, program goals, elections, and other campaigns.
- Implement field tactics as the primary tool for organizing and mobilizing support for candidates, initiatives, and programs including but not limited to door-to-door canvassing, phone calls, mail, radio, digital organizing tools, texting, and emails.
- Implement joint field campaigns with CVI's partners under the general guidance of the Executive Director.
- Work with the Executive Director to develop content for campaign messaging.
- Work with Communications Associate and appropriate vendors to create and manage campaign advertising including digital advertising and video.
- Work with the Field Organizer to administer field data to ensure accuracy and completeness within the VAN file and CVI's database.
- Assist with analyses and evaluations of field campaigns regularly and leverage lessons learned in all future work.

- Work with the Deputy Director to ensure proper reporting and compliance for campaign spending.
- Work closely with the Program Director during the Idaho legislative session to draft and coordinate Action Alerts to CVI members and the general public about mission topics.
- Work with CVI staff and partner organizations to identify and recruit candidates for office and conduct training sessions to help bring election victories.
- Coordinate canvasses, field questions, and conduct check-ins during shifts for Voter Outreach staff including participating in door-to-door canvassing, phone banking and text banking to reach potential supporters.
- Coordinate with program staff to meet the outreach needs of CVI's programs.
- Coordinate with other staff to write testimony, letters to the editor and public campaign pieces as necessary.

Administration

- Participate in CVI meetings, retreats, etc. as needed and complete all required paperwork (timesheets, work plans, etc.).
- Attend fundraising events and meetings, as needed.
- Participate in CVM meetings and/or trainings as directed.
- As needed, work with organization vendors to maintain external communications accounts and provide necessary information to the Finance Department.
- Other duties as assigned.

Knowledge, Skills and Behaviors

Applicants should have/be:

- Relationship builder and an outgoing people person.
- Passion for the organization's mission with a desire to be an ambassador for CVI.
- A strong commitment to racial justice, equity, and inclusion. Demonstrate cultural competency and a commitment to equity and inclusion as organizational practice and culture.
- Optimistic approach and flexibility knowing that campaigns move fast and evolve continuously.
- Excellent interpersonal skills, able to collaborate effectively, and incorporate constructive feedback.
- Exemplary communication abilities and outgoing, yet poised personality, even under stress.
- Good understanding of how to effectively communicate with Idahoans across the political spectrum.
- Excellent organizational abilities and attention to detail.
- Quick thinker and ability to make decisions under pressure.
- Working understanding of political strategy, electoral process, and voter behavior.
- Passion for political organizing and advocacy.
- Expertise in Microsoft Office, Google Workspace, and social media.
- A commitment to environmental conservation.
- Ability to work a flexible schedule as needed. This position will require working some evenings and weekends, with an intense schedule leading up to election day(s).
- Proven planning and analytical skills to evaluate complex situations and recommend next steps/solutions.

Education

Bachelor's degree preferred but not required.

Experience

Required

- Prior experience as a campaign employee.
- Proven ability to create persuasive writing and communication.
- Five years working at an organization or on campaigns with hands-on experience achieving policy change, working on conservation issues, electing candidates, and/or protecting democracy and voting rights.
- Proven ability to analyze data to inform strategies.
- Experience managing staff, interns, or volunteers.

Preferred:

- Previous experience with voter databases, digital organizing software and/or outreach software.
- Previous experience organizing members and/or volunteers.
- Previous experience drafting political messaging.
- Previous experience collaborating with diverse teams and contractors to complete fast moving projects.
- Spanish language proficiency.

Compensation:

This is a full-time position based in Boise, ID. CVI offers a hybrid work schedule with both in-office and remote work options; this position will be required to work in the office routinely and for meetings, as required by the position supervisor.

This is a FLSA exempt position at CVI's Manager level. Salary range is \$57,000-\$65,000 and will be dependent upon experience and skills. Competitive benefits include healthcare, dental and vision with CVI paying the full premium for the employee, Simple IRA with employer match, Flexible Spending Account, Health Reimbursement Account, generous time off including PTO, personal days, summer Fridays, and holidays, and ability to work a flexible schedule.

CVI is committed to providing a fulfilling professional experience for our staff. Investing in our employees, supporting their professional growth, and creating a workplace that is committed to excellence and works to create lasting change for Idaho is the foundation of our work. All CVI employees have access to a number of trainings, workshops, and professional development opportunities relevant to their position and career goals.

This position will require occasional work on evenings and weekends.

To Apply

Send a resume, three professional references, and a cover letter that addresses your interest in the position to jobs@cvidaho.org with the subject line "Campaign Manager."

CVI is an equal opportunity employer and we are committed to building a culturally diverse staff.

We strongly encourage applications from people of color.