

PROFESSIONAL EXPERIENCE

BIDEN FOR PRESIDENT, Philadelphia, PA

Deputy National States Director

May 2020 – December 2020

- Part of senior states team that won 11 of 17 battleground states and earned 306 electoral votes to win the General Election
 - Worked with team to develop and manage a budget of \$110 million across 17 battleground states
 - Supervised 2,782 staff across 17 Presidential battleground states; directly managed 8 regional directors who oversaw battleground state directors and senior advisors
 - Led effort and designed system in conjunction with the operations team and the DNC to hire thousands of state staff in a short period of approximately 6 months
 - Coordinated across HQ departments to quickly and strategically deploy resources to battleground states, including: budget, paid advertising, principal and surrogate time, and campaign staff in response to changing dynamics
 - Crafted innovative campaign techniques, including adapting rallies, roundtables and field offices to virtual or socially-distanced formats to campaign safely during the pandemic; these techniques met the needs of the campaign by garnering earned media, building lists, and engaging volunteers and voters
- Led the campaign's first national day of action, "Soul of the Nation Saturday," after President Biden became the presumptive nominee; worked across all campaign departments leading hundreds of campaign staff to activate thousands of volunteers to take action on a single day, tracked metrics and reported to campaign leadership

BIDEN FOR PRESIDENT, Philadelphia, PA

Super Tuesday & Beyond Director

October 2019 – May 2020

- Set strategic priorities and led team that won 10 of 16 contests on Super Tuesday, 5 of 6 states on March 10th and all 3 March 17th states, leading President Joe Biden to the nomination
 - Led the hiring of Super Tuesday and Beyond staff
 - Directed the reassignment of hundreds of Biden for President staff members from the first four states to Super Tuesday and Beyond states; worked with the operations team to communicate with staff, set up travel, and ensure staff was onboarded when they arrived at their new assignments
 - Developed and executed a local surrogate travel and earned media plan in conjunction with the communications and political teams
 - Worked with leadership to determine the principal travel schedule and major messaging priorities
 - Met regularly with leadership to update our budget and allocate funds to paid advertising, staff, organizing and campaign infrastructure as our fundraising dramatically increased after South Carolina and Super Tuesday
- Managed project to get President Joe Biden on the primary ballot in VA, IN, ME, OH and VT; led approximately 50 members of staff, consulted with the legal team, and actively worked to keep costs down

DEMOCRATIC CONGRESSIONAL CAMPAIGN COMMITTEE (DCCC), Washington, DC

National Political Director for Campaigns & Recruitment

January – July 2019

- Developed the strategic plan for the 2020 Political Department; managed 13 staff including 5 senior regional directors
- Directed DCCC 2020 recruitment efforts with a goal of filling our battleground seats with strong candidates who fit their districts
 - Planned and facilitated weekly "recruitment meetings" with Members of Congress to discuss potential candidates and garner member support in recruiting candidates
 - Recruited top tier candidates in 85% of battlefield districts in just 6 months
 - Emphasized recruiting a diverse pool of candidates; nearly 60% of recruits were women and nearly 40% were people of color
- Oversaw a \$1 million legal process leading to a new election in NC-09
- Led effort to install the first ever Texas DCCC office, placing 6 staffers within the state of Texas; applying pressure to Republican incumbents that resulted in 4 Republican retirements
- Planned and executed DCCC campaign training for aspiring campaign managers; developed content, recruited speakers, promoted event, and oversaw logistics

DEMOCRATIC CONGRESSIONAL CAMPAIGN COMMITTEE (DCCC), Washington, DC

Midwest Political Director

February 2017 – December 2018

- Set strategic priorities for the DCCC's 2018 Midwest team that won 9 Congressional seats, including 6 districts President Trump won in 2016 in the successful effort to take back the U.S. House of Representatives
 - Led a team of 6 experts in analytics, communications, research, digital, fundraising and organizing to support campaigns and align on campaign needs and priorities
 - Provided strategic and tactical advice to campaigns on candidate and staff management, earned media and paid advertising
 - Worked hand-in-hand with 13 campaigns on budget development and cash flow management; budgets ranged from approximately \$4 million to \$8 million
 - Recruited candidates throughout the Midwest and Mountain West with strong profiles that matched their districts
- Led training on budget and cash flow for campaign managers and finance directors

SUE MINTER FOR VERMONT, Burlington, VT

Campaign Manager

February – November 2016

- Administered \$2.2 million budget, 15 weeks of TV and digital advertising, and 19 mail pieces across 3 media markets for a competitive gubernatorial race
- Supervised a staff of 8, oversaw the coordinated organizing program and managed an 8-person consultant team, the DGA and EMILY's List
- Managed candidate daily; developed campaign infrastructure, fundraising program, scheduling, and memo process
- Managed all aspects of communications plan; crisis communications, reporter relationships, served as on-the-record spokesperson, framed stories, worked with experts to research and develop policy proposals and led debate prep
- Led project to develop a multi-part policy agenda for a potential new administration by working with policy and communications experts

FRIENDS OF GARY McCOLLUM, Virginia Beach, VA

Campaign Manager

January – November 2015

- Administered \$1.6 million budget, 8 weeks of TV, and 21 mail pieces in 1 media market
- Supervised a staff of 12 and managed the consultant team and the VA Senate Caucus
- Developed and managed the African American outreach program that included over 40 church visits for the candidate and his surrogates, collection of pledge to vote cards, and staff follow up with potential supporters and voters

MIDWEST CANDIDATE FUNDRAISING DIRECTOR

Democratic Congressional Campaign Committee, Washington, DC

January 2013 – December 2014

- Advised candidates, campaign managers, chiefs of staff and finance directors on fundraising and cash flow for 8 reelection and 15 challenger campaigns
- Organized events and developed briefings for Democratic leadership and VIPs

NOLAN FOR CONGRESS

Finance Director, Brainerd, MN

August – November 2012

- Raised over \$800,000 in just 10 weeks for a successful Red to Blue campaign
- Managed a team of 3 finance staff and a PAC consultant as well as coordinated with the DCCC and other partner groups

DONOVAN FOR CONGRESS

Finance Director, Meriden, CT

June – August 2012

- Recruited to rebuild fundraising operation, raised \$160,00 in six weeks

GRIEGO FOR CONGRESS

Finance Director, Albuquerque, NM

January – June 2012

- Raised \$1.1 million in a three-way Democratic primary, out raising all other competitors
- Managed a team of 3 finance staff

HEINRICH FOR SENATE

Deputy Finance Director, Albuquerque, NM

April – December 2011

- Served as call time manager
- Managed 2 members of the finance staff and interns
- Led tribal outreach across the 23 New Mexican tribes and Pueblos to earn endorsements and solicit campaign support

HEINRICH FOR CONGRESS

Deputy Finance Director, Albuquerque, NM

December 2009 – November 2010

- Member of team that raised \$2.8 million for a successful Frontline reelection campaign
- Supervised 3 finance assistants and 9 interns

EDUCATION

BATES COLLEGE, Lewiston, ME

2009

Bachelor of Science, Cum Laude with Honors; Major: Politics; Minor: Pre-Medicine

Phi Beta Kappa, Gerald W. Thumb Award for Outstanding Empirical Political Science Thesis, Dean's List, NFCA All American Scholar Athlete (2006-2007, Softball)