



Ohio Recruiter

WHO WE ARE

[Close the Gap](#) (CTG) is a 527 non-PAC organization founded in 2013 in California to increase the number of women serving in state legislatures. By recruiting accomplished, progressive women in targeted districts and preparing them to launch competitive campaigns, we are changing the makeup of state legislatures one cycle at a time.

Our model has produced measurable and historic results. Since our founding, women's representation in the California Legislature has shifted from a low of 22% to an all-time high of 49% today. To date, 27 Close the Gap recruits have been elected to the California Legislature, including 20 women of color. These CTG women are committed to reproductive freedom, quality public education, and an end to poverty.

Building on that success, CTG is launching its next chapter in Ohio with the support of local partners. Conservative white men are overrepresented in Ohio's Legislature, and we believe Ohio presents a tremendous opportunity to cultivate a stronger pipeline of women leaders and help reshape the future of state leadership.

CTG is powered by an experienced national team with deep political expertise, bold vision, and a proven record of helping women win.

THE ROLE

We are seeking a part-time Recruiter in Ohio to help launch Close the Gap's expansion into the state by leveraging their networks, political insight, and strategic thinking to identify and cultivate outstanding prospective women candidates for the Ohio Legislature.

This is an ideal role for a mid- to senior-level professional with deep connections across Ohio's political, civic, advocacy, and community leadership landscape. The Recruiter will play a pivotal role in establishing Close the Gap's presence in Ohio by working both independently and collaboratively with our team to proactively identify, engage, and support self-identified women leaders who have the potential to run and win competitive legislative campaigns. This position offers a unique opportunity to help build a sustainable pipeline of women candidates and shape the future of political leadership in Ohio.



IDEAL CANDIDATE

The ideal candidate for this role is a seasoned professional with deep community, professional, and political networks across Ohio who thrives on connecting people and spotting leadership potential. They have experience working in Ohio politics and understand the realities of what it takes to recruit, support, and elect women to public office in the state.

They are proactive, self-directed, and detail-oriented—someone who follows through on commitments and can manage multiple relationships and conversations simultaneously. They have the judgment and discretion to thoughtfully assess prospective candidates, the confidence to engage elected officials, community leaders, advocates, and political stakeholders across Ohio, and the credibility to serve as an ambassador for Close the Gap's work in the state. They thrive in collaborative environments and are excited to help establish Close the Gap's presence in Ohio alongside a talented team of political professionals.

This person has likely held a mid- to senior-level role within an organization and has the time, energy, and passion to dedicate approximately 10 hours per week to expanding women's political leadership in Ohio. They are motivated by the belief that reflective representation leads to stronger democracy and are committed to building a more inclusive pipeline of women leaders for the Ohio Legislature.

This is a 6-month contract from October 2026 - April 2027, with potential for extension and growth.

RESPONSIBILITIES

- **Strategic research:** Apply research on target districts and build a profile of a strong potential candidate.
- **Convene allies:** Understand the key players in a district and convene allies for their thoughts and input on potential candidates. Leverage your personal and professional networks to expand the list of potential candidates.
- **Identify and recruit candidates:** Proactively reach out to local electeds, community leaders, advocates, and professionals to identify strong candidates for elected office.
- **Candidate vetting:** Assess prospective candidates for alignment with organizational values, credibility in their communities, and potential credibility



as candidates.

- **Candidate coaching:** Individually coach prospective candidates towards a decision about whether or not to run for office. Alongside the CTG team, meet regularly with candidates and provide expert guidance through CTG's tried and tested Exploration Process.
- **Collaboration:** Participate in weekly meetings with the core team; share updates and coordinate on candidate outreach.
- **Documentation & follow-up:** Track prospects, maintain accurate records, and ensure timely follow-up with candidates and stakeholders.

QUALIFICATIONS

- Minimum 5+ years of professional experience in advocacy, civic engagement, community organizing, electoral politics, or a related field.
- Deep networks in your community and the ability to tap into them effectively.
- Strong understanding of what it takes to run for and win public office.
- Excellent judgment, discretion, and political savvy.
- Proactive, organized, and detail-oriented, with the ability to manage multiple priorities independently.
- Strong interpersonal skills; able to engage effectively with leaders from diverse backgrounds.
- Commitment to equity, diversity, and inclusive leadership.

COMMITMENT AND STRUCTURE

- **Part-time contractor role** approximately **10 hours per week**
- **Term:** 6 months, with option to extend
- **Compensation:** \$2,500 / month



- Must reside in Ohio, with a strong preference for Columbus. We are seeking a recruiter with strong knowledge of Ohio's political landscape and established relationships across key regions of the state.
- Flexible schedule with regular standing weekly team meetings
- Remote role

HOW TO APPLY

- Please send: Resume and cover letter with the email subject "Ohio Recruiter Application" to Alice@closethegapca.org.
- In your cover letter, please include a description of how your background and passion aligns with the position and why you are invested in the mission of Close the Gap.
- Close the Gap may not be able to respond to all applicants. No phone calls, please.
- We are accepting applications on a rolling basis, and strongly encourage interested applicants to apply by **August 31, 2026**.