

VACANCY ANNOUNCEMENT

Job Title:	Director of Organizing and Outreach	Job Category:	Statewide
Location:	AFT Pennsylvania Eastern Office 3031 Walton Road Building A Suite 340 Plymouth Meeting, PA 19462	Travel Required:	Yes, Regional/Statewide Candidate must possess a valid driver's license and be willing to live or relocate to the Greater Philadelphia area.
Starting Salary:	\$98, 500.00	Position Type:	Full Time <i>(Occasional nights and weekends)</i>
Benefits:	Medical, Dental, Vision; Retirement	Date Posted:	September 6, 2023
Reports To/ Supervised by:	AFT Pennsylvania President and Executive Director		
Purpose:			
<ul style="list-style-type: none"> • Develop, lead, guide, supervise and direct the Organizing Department of the AFT PA to develop, plan and implement internal and external organizing/marketing campaigns, projects and programs among various sectors of professionals, paraprofessionals, school related personnel and retirees at the regional, state and local levels. • Establish strategies and systems to support and build internal and external targeted organizing/marketing campaigns, cultivate a broad community support network utilizing State and Local union staff and other assets. • Initiate, develop, plan, direct, supervise and execute AFT PA organizing and marketing focused branding, communications and education initiatives to embed the culture of organizing in AFT local unions. • Supervise and regularly evaluate all staff and volunteer activities associated with organizing and/or marketing campaigns among existing and new union representation efforts. • Work with a commitment to protecting and advancing worker rights and social justice across the state of Pennsylvania on the job and in our communities. • Additionally, they support the long-term vision and strategy as outlined by the AFTPA President and Executive Council. 			
Primary Responsibilities:			
<ul style="list-style-type: none"> ✓ Develop, plan, supervise and independently establish, target and lead internal and external organizing campaigns, including contract bargaining campaigns, rank and file training and leadership development, member education, and strike support. ✓ Design and direct external and community organizing efforts. ✓ Launch, manage and maintain statewide programs and campaigns including components of design, coordination, facilitation and follow-up. ✓ Provide regular supervision and guidance to staff in new and existing unit organizing campaigns, targeting and messaging. ✓ Cultivate relationships with community, labor and political leaders and organizations. ✓ Report to the President and/or the President's designee, carrying out Executive Board policies, procedures and objectives. The successful applicant will be subject to a 180-day probationary period. 			

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Primary Qualifications:

- ✓ Experience in independently developing, leading and supervising union organizing campaigns, and/or community organizing campaigns, including the design and development of campaign targeting, strategies and work plans along with identification and development of volunteers and organizing committees.
- ✓ Knowledge of principles and practices of union organizing, membership marketing and an excellent knowledge of applicable public and private sector labor law concepts.
- ✓ Ability to supervise staff and build an organizing network.
- ✓ Excellent interpersonal skills, cross-cultural awareness and the ability to work collaboratively with people from diverse backgrounds and cultures.
- ✓ Able to work independently while coordinating efforts with regional, state and local leaders and members.
- ✓ Effectively work under pressure and prioritize tasks while leading and guiding professional staff and volunteers.
- ✓ Ability to travel.
- ✓ Outstanding oral and written communications skills and basic information technology skills including, but not limited to, Microsoft Word, Excel and PowerPoint.
- ✓ Familiarity with the education and healthcare industries as well as local, state and federal government structures.
- ✓ Familiarity with project management as well as an ability to work independently and take professional initiative.
- ✓ Ability to design and facilitate adult professional development and/or trainings.
- ✓ A commitment to the principles of the labor movement and understanding of the contemporary political and policy issues affecting both K-12 and Higher Education.

Equal Opportunity Statement

AFT Pennsylvania is an equal opportunity employer and does not discriminate because of age, sex, disability, race, color, religion, national origin, marital status, gender identity or expression, sexual orientation, or other characteristics unrelated to professional performance. Under-represented groups encouraged to apply. We are committed to providing reasonable accommodation to individuals with disabilities. If you are a qualified individual with a disability and need assistance applying online, please call 1-844-PENNAFT or email info@aftp.org. If selected for an interview, you will receive information regarding how to request accommodations for the interview.

Application Process:

Please submit a cover letter and resume or CV to info@aftp.org
ATTN: Application for Director of Organizing & Outreach

Preferred Start Date:

Immediately/ Negotiable

The AFT Pennsylvania represents more than 35,000 professionals in 64 local affiliate unions in Pennsylvania and Delaware including public, private and charter Pre-K-12 schools, community college and university faculty and staff, vocational school employees and Pennsylvania state employees.

AFT Pennsylvania an affiliate of the 1.2-million-member American Federation of Teachers. The AFT PA has regional offices in Plymouth Meeting, Harrisburg and Pittsburgh, Pennsylvania.



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