



A Union of Professionals

January 16, 2020

Notice of Open Position

Job Title:	Financial Analyst	Unit:	AFTSU (Senior Associate)
Posting Number:	AOF-58-08-0120-V	Supervisor:	Director, Research and Strategic Initiatives
Department:	Research and Strategic Initiatives	Salary:	\$88,369

Special Note: The AFT Research and Strategic Initiatives Department, which provides strategic and analytic support for the AFT’s national officers and affiliates engaged in bargaining and issue campaigns, is seeking staff to provide analytic capacity in the collective bargaining program.

Position Summary: Under the direct supervision of the director of the Research and Strategic Initiatives Department or their designee, the financial analyst will provide strategic and analytic support to AFT affiliates in bargaining situations on the financial condition of employers and the impact of compensation-related bargaining positions.

- Position Responsibilities:**
- Serve as a subject matter expert on employer finances and the costs associated with employee compensation, especially wages and salaries;
 - Respond to requests for assistance from AFT affiliates to analyze employer finances and cost out employer and union bargaining proposals;
 - Draft requests for information for AFT affiliates to submit through the bargaining process;
 - Collect and analyze data relevant to the bargaining situation, including inflation, cost of living, and other economic factors that may impact the financial condition of employers;
 - Prepare written and verbal analyses to support AFT affiliate bargaining positions;
 - Support interdepartmental efforts to bolster compensation for AFT members through legislative, regulatory or legal action;
 - Identify and evaluate the merits of contract language relating to employee compensation; and
 - Develop and conduct trainings, online and in-person, for AFT affiliates on financial analysis and costing out contract proposals to build capacity.

- Knowledge, Skills and Abilities:**
- A minimum of a bachelor’s degree in a related field or equivalent experience that provides the necessary knowledge, skills and abilities.
 - Prior experience with financial analysis in the healthcare industry and the public sector is considered a plus.
 - Strong quantitative skills and familiarity with financial terms and concepts is preferred.
 - Advanced communication skills, both written and oral.
 - Ability to handle confidential information and abide by AFT ethics standards regarding sensitive information.
 - Strong commitment to unions and social justice.
 - Familiarity with the AFT and/or its affiliates is considered a plus.

Work Environment: The work is generally performed in an office environment but also requires moderate amounts of out-of-town travel.

How to Apply: Applicants should submit a cover letter and resume to the director of human resources via the following link: https://www.appone.com/MainInfoReq.asp?R_ID=2850939.

Internal Posting Period: Internal posting period expires Jan. 31, 2020. External applicants may be considered as of Feb. 1, 2020.

cc: Tim Shea, AFTSU President

AFT is an Equal Opportunity Employer

The AFT is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.