AFT-MARYLAND  
VACANCY ANNOUNCEMENT  
Organizer

The newly aligned Organizing Department of AFT-Maryland is seeking qualified applicants to fill immediately several “organizer” vacancies. **More than one (1) selection will be made from this announcement.**

AFT-Maryland “Organizer” is a full time, salaried position with excellent benefits. The incumbent(s) will be responsible for member mobilization and new member recruitment for existing and new bargaining units in AFT-Maryland affiliates in accordance with the state-wide strategic organizing plan. The position of “Organizer” reports directly to the AFT-Maryland Director of Organizing. He/she will work in partnership with assigned local affiliates to build density and capacity, as well as work on special projects that may be designated. Evening and weekend work will be involved, and this position may require travel throughout the state and work in other states for various lengths of time.

**ESSENTIAL DUTIES OR RESPONSIBILITIES**

The Organizer will implement major internal and external organizing campaigns by working with the Director of Organizing, national and local staff, leaders and members. Organizers will be responsible for conducting research, and providing thorough, timely analysis of communications, political, and legal requirements for assigned campaigns. The incumbent will be responsible for carrying out campaign time tables; identifying and recruiting new member activists and prospective member leaders; developing and mobilizing organizing committees by engaging in one-on-one persuasion, inoculation, assessment and motivation; developing relationships with community and political allies; and assisting with the training and development of local affiliate members and staff.

**Qualifications:**

Have demonstrated success at providing direction and leadership to member and unorganized activists.

Minimum of three (3) years of direct organizing experience required.

Knowledge of union organizing practices and principles, and thorough knowledge of state labor law.
Ability to think strategically and respond to rapidly changing situations.

Ability to work effectively and harmoniously with the AFT-Maryland organizing team and local affiliate and national staff.

Willingness to work long and irregular hours, often including nights and weekends.

A strong working knowledge of data base programs and the ability to utilize effectively organizing database tools.

Sensitivity to political nuances within a labor organization.

Experience working with coalitions will be helpful.

Excellent interpersonal, organizational and project management skills.

Excellent written and oral communication skills. Must be computer literate and have demonstrated ability to write leaflets and newsletters.

Maintains trust and confidence of multiple levels of union leadership.

Self- Starter with an ability to work with supervision.

Excellent interpersonal skills as demonstrated by the ability to relate, establish and cultivate respectful relationships with people from diverse backgrounds.

Dedication to workers’ rights and social justice.

Driver’s license and insurance required.

**Salary will be based on experience.**

**To Apply:**
E-mail your resume and cover letter to the attention of Kenya Campbell at hr@aft-maryland.org. Your cover letter should include specific examples of how you meet the outlined qualifications, with detailed information regarding the role played, the exact position held, and project/work outcomes for each example cited.

Applications will be reviewed and interviews scheduled on a rolling basis. The first cut-off date for consideration is September 29, 2016.