

Director of Organizing & Labor Education

Oregon Nurses Association

(Tualatin, a nearby suburb of Portland, OR)

Position open until filled.

The Director of Organizing is an experienced organizer and healthcare advocate with a proven track record of winning campaigns. This Director will lead the development and implementation of the department's strategic plan that champions organizing to grow ONA's membership, as well as advocates for the profession and quality patient care, and oversees ONA staff development in partnership with the Director of Labor and staff leads.

The right candidate is outgoing, self-directed, has excellent critical thinking, creativity, verbal and written communication skills, thrives working in a team environment and manages their team utilizing labor values.

The Director of Organizing is a member of the Executive Leadership team, reporting directly to the Executive Director. This Director collaborates closely with all members of the Executive Leadership Team but especially with the Director of Labor to develop and operationalize strategic campaigns to grow and strengthen ONA's membership as well as the Director of Professional Services for staff and member education.

ONA proudly represents approximately 15,000 union members, professional association members, and student affiliate members across Oregon. ONA administers over 50 collective bargaining agreements across the state and represents both public and private sector employees at mostly acute care hospital facilities. ONA is affiliated with the American Nurses Association (ANA), American Federation of Teachers (AFT), and the AFL-CIO.

The role requires an experienced, motivational, leader to strengthen relationships, and build trust and buy-in.

Scope of Responsibilities

- Develops and implements plans for external (new unit) organizing and first contract campaigns.
- Develops and proposes plans for interventions to prevent or reverse bargaining unit destabilization or decertification efforts.
- Supervises staff utilizing labor values and a collaborative approach championing diversity, equity, and inclusion.
- Recruits and coordinates volunteers and Field Organizers. Oversees member recruitment and training on organizing campaigns, including release time positions.
- Develops training and education programs for organizers and labor representatives to support the transition to the organizing model.
- Collaborates with Labor Representatives, Professional Staff, and nurse leaders to develop ONA standardized nurse bargaining unit leadership curriculum.
- Coaches, mentors and cultivates nurse leaders.
- Contributes to budget development for organizing.
- Participates in the development and implementation of the ONA strategic plan.
- Attends and participates in meetings of general staff, executive staff, labor relations staff, ONA's new Cabinet on Organizing and Board of Directors as requested.
- Assigns staff, represents, and participates in the formulation of organizing agreements, working relationships and coordination of organizing resources other unions, coalitions, associations and organizations (such as AFT, NFN, AFL-CIO, JWJ, SNAs, etc.).
- Travel requirements: this is a field position requiring frequent local travel.

Minimum Qualifications

- Familiarity with the challenges of the health care industry and passion for and advocacy of the nursing profession and labor movement;
- A minimum of five years of lead organizing experience that includes supervisory experience directly relevant to organizing;
- Track-record incorporating the organizing model in all aspects of work;
- Experience with internal and external organizing programs;

- Capacity for managing multiple projects;
- Excellent listening skills, emotional intelligence, interpersonal and problem-solving abilities;
- Experience supervising, mentoring, training staff (and/or implementing training programs);
- Proficient in the language and practice of diversity, equity and inclusion and committed to approaching and building all work through these values and priorities.
- Experience with union budgets, fiscal oversight, DOL requirements;

Salary and Benefits

- ONA offers a starting annual salary in the range of \$115k - \$139k based on experience.

There is an exceptional benefits package including employer paid medical, dental, vision, long and short-term disability, life insurance, 401(k) employer match of up to 11% to IBT managed fund. Plus, annually: 5 weeks' vacation, 8 personal days, 2 weeks sick time.

Application Procedure:

To apply please submit two (2) separate documents:

1. A letter of application that addresses how your experience and professional qualifications prepare you to hit the ground running and serve the needs of ONA now and what is needed in the future (1,000 words or less).
2. Resume, and include links to any job-related social media listings such as LinkedIn.

Send the two documents by email only to *both*:

- Jim Potterton: jpotterton@sbcglobal.net
- Eileen Toback: eileentoback@gmail.com,

Margolies Potterton, and Associates, Union Search, LLC, ONA's Search Consultants

For confidential inquiries about this position please contact:

Eileen Toback 202 251-3739

Our Commitment to Equity and Fairness:

ONA is deeply committed to diversity and inclusion in its hiring practices. We are an affirmative action, equal opportunity employer. Women and people of color are encouraged to apply.

First review of applications due by December 7, 2020