



## AFT MARYLAND VACANCY ANNOUNCEMENT Organizer/Staff Representative

The American Federation of Teachers (AFT) – Maryland is a federation of local affiliate unions representing teachers and public employees throughout the State of Maryland. The AFT-Maryland is seeking highly qualified individuals to provide 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 incumbent will be expected to operate with a high level of independence and a high degree of independent judgement in various organizing campaigns under the general supervision of the Secretary/Treasurer, AFT Maryland. The incumbent also works under the general direction of the President, AFT Maryland.

### **REQUIRED COMPETENCIES:**

The successful candidate for the position will clearly demonstrate the following attributes:

A demonstrated passion and commitment to the labor movement;

The ability to manage relationships both upwards and downwards, as well as throughout the local affiliate organizations;

Work in partnership with assigned local affiliates to build density and capacity, as well as work on special projects that may be designated;

Knowledge of union organizing practices and principles, and thorough knowledge of state labor law;

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;

A high level of project management skill, and the proven ability to manage multiple deadlines and balance competing priorities:

A strong working knowledge of database programs and the ability to utilize effectively organizing tools;

Maintains trust and confidence of multiple levels of union leadership;

### **REQUIRED QUALIFICATIONS AND SKILLS:**

The successful candidate for the position will clearly possess the following qualifications and skills:

Excellent written and verbal skills

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

Driver's license, vehicle and insurance required

Strong ability to prioritize, plan, organize, carry out multiple assignments and work effectively under pressure.

**ESSENTIAL DUTIES AND RESPONSIBILITIES:**

The successful candidate will have responsibility for the following:

Implementing major internal and external organizing campaigns by working with the Secretary-Treasurer, national and local staff, leaders and members.

Conducting research, and providing thorough, timely analysis of communications, political and legal requirements for assigned campaigns.

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.

Facilitating and/or assisting with the training and development of local affiliate members and staff.

Plan and lead membership meetings, workshops, rallies and other actions.

Identify and maintain contact with stewards and other leaders about worksite issues, assignments, events, turnout, etc.

Interacting and connecting members with elected officials in an effort to push federal, state and local legislative priorities

Experience with grievance procedures is preferred, but not required

**AFT Maryland is an Equal Opportunity Employer**

Job Category: Professional – Bargaining Unit Position

Position Type: Full Time

Posted Date: June 1, 2023 *Position open until filled.*

Salary: Salary is competitive and commensurate with experience

Benefits: Exceptional benefits package including employer paid medical, dental, vision, etc.

Contact Information: Applicants should submit a cover letter, resume and (3) professional references to [HR@aftmd.org](mailto:HR@aftmd.org).