



A Union of Professionals

## Notice of Open Position

February 2023

<b>Job Title:</b>	Financial Analyst	<b>Unit:</b>	AFTSU (Senior Associate)
<b>Posting Number:</b>	AOF-58-08-0123-V	<b>Supervisor:</b>	Director, Research and Strategic Initiatives
<b>Department:</b>	Research and Strategic Initiatives	<b>Salary:</b>	\$93,778.00

The American Federation of Teachers is a union of professionals that champions fairness; democracy; economic opportunity; and high-quality public education, healthcare and public services for our students, their families and our communities. We are committed to advancing these principles through community engagement, organizing, collective bargaining and political activism, and especially through the work our members do. The AFT believes that a culturally diverse workforce advances our mission and we strongly encourage applications from under-represented communities of workers.

### Position Summary:

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. 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=5290684](https://www.appone.com/MainInfoReq.asp?R_ID=5290684)

cc: Audra George, 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.*

**Vaccine Requirement:** AFT requires that all staff be fully vaccinated for COVID-19.