



**External Organizer (EO)**  
**Based in Portland, OR and the Greater Portland Metro Area**

The Oregon Federation of Nurses and Health Professionals (OFNHP) Local 5017 represents over 6,000 nurses and health professionals in Oregon and Southwest Washington, most of them employees of Kaiser Permanente, PeaceHealth, with a growing number from the St. Charles system and Mid-Columbia Medical Center. OFNHP is an affiliate of the Nurses and Health Professionals division of the American Federation of Teachers (AFT).

**External Organizer:** The External Organizer is responsible for a variety of aspects of an external organizing campaign from first contact with non-OFNHP workers through the first contract ratification. Job duties include building relationships with workers, assessing workers, building lists, mapping worksite, identifying and developing worker-leaders, conducting one-on-one and group meetings, writing turf plans, and recruiting and sustaining motivation of the organizing committee members and activists. External Organizers must be able to perform work site and home visits. The External Organizer will work otherwise as directed.

**Key Responsibilities:**

- Attend regular meetings with supervisor and team to discuss progress, plan actions, and organize next steps.
- Develop a representative organizing committee to advance the campaign(s).
- Write turf plans to implement the overall organizing campaign and develop and implement strategies to counter anti-union campaigns.
- Conduct one-on-one organizing conversations through calls; in-person and virtual meetings; and work site and home visits to accurately assess, recruit, and develop supporters and leaders.
- Lead organizing committee meetings with worker leaders to advance the goals of the campaign and organization.
- Enter assessments and other data collected in a database on a regular basis.
- Driving, travel, temporary assignments, and extended work hours are required.

**Skills and Knowledge Required:**

- Having substantial union and/or community organizing experience including knowledge of union organizing practice and principles.
- Possess fundamental knowledge of labor law.
- Ability to work with and develop activists/worker leaders to identify issues, strategize solutions, and advance the work of organizing committees.
- Commitment to social justice and the organizing model of unionism.
- Strong written and verbal communication skills.
- Strong planning and time management skills.
- Demonstrated ability to work effectively as part of a team.
- Demonstrated self-starter.

- Knowledge of computer programs (including word processing, spreadsheets, and database software).
- Willingness and ability to work long and irregular hours, including evenings and weekends.
- Willingness and ability to travel for work assignments.
- Be in possession of a reliable/insured vehicle and valid driver's license.

**Preferred Qualifications:**

- Experience externally organizing in healthcare settings.
- Experience negotiating first contracts in the private sector.

**Supervision:**

Reports to OFNHP President or designee.

**Wages & Benefits:**

This is a CWA Local 7901 represented position. Competitive salary and benefits including holidays, comp days, and vehicle stipends.

**To Apply:**

Please submit a cover letter and resume to [Kglassley@ofnhp.org](mailto:Kglassley@ofnhp.org). Position will remain posted until filled.

**OFNHP is an Equal Opportunity Employer**

The Oregon Federation of Nurses and Health Professionals is an equal opportunity employer committed to hiring staff who reflect our membership and model the unity and equity that we seek to create in our communities. Women, LGBTQ+, people of color, and immigrants are strongly encouraged to apply. We are committed to creating a diverse environment and are 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, and/or veteran status.