



**Organizing Director
Based in Portland/Tigard, OR**

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).

Organizing Director: The Organizing Director leads strategy and campaign development, coalition building, and supports membership development for OFNHP. They shall direct and supervise the daily activities of the organizing staff, develop a team that functions to bring continuity between programs that align with the Executive Board's strategic plan and fulfills its mission statement. Working at the direction of the President, the Organizing Director ensures all organizing staff work as directed to advance strategic priorities and maximizes organizational ability to engage, mobilize, and empower OFNHP members and the communities we serve.

Key Responsibilities:

- Administer all internal and external organizing plans in alignment with strategic plans to progressively engage, support, and mobilize OFNHP members.
- Perform ongoing analysis of all organizing campaigns and provide operational feedback to the President and Executive Board as requested.
- Direct/oversee organizing staff's professional development, individualized assignments/workplans, and relevant personnel issues.
- Enforce all OFNHP policies, programs, and directives pertaining to organizing staff.
- Establish and maintain organizing staff conduct and performance accountability.
- Support the design, facilitation, and completion of all training(s) pertinent to organizing staff and member development.
- Develop a collaborative and mission driven team culture that sets high standards and encourages innovative and creative thinking while executing our values and mission on behalf of OFNHP members and the communities we serve.
- Authorize expenditures within approved budget and in accordance with OFNHP policies.
- Advise Executive Board on recruitment, hiring, and retention of organizing staff.
- Other duties as assigned by the President or their designee.

Skills and Knowledge Required: The Organizing Director position requires a high level of judgment, leadership, and commitment. The Organizing Director must be able to collaborate independently with elected leaders and have substantial experience creating, implementing, and supervising organizing campaigns while empowering organizing staff and members.

- Previous experience as Executive Director, Staff/Organizing Director and/or similar position in the labor movement, and/or other closely related field required including:
 - A minimum of 10 years of experience in union, community, and/or political organizing including bargaining collective agreements, performing representational work, organizing internal and/or external programs;
 - Campaign development and fundamentals of organizing (e.g., choosing an issue, developing strategy, selecting escalation tactics, etc.);
 - Building and supporting coalitions;
 - Developing and facilitating participatory meetings and trainings;
 - Supervision of staff and/or volunteers.
- Adept and principled understanding of labor law.
- Excellent ability to listen to, motivate, and nurture the leadership of others.
- Effective time management, including prioritizing and managing tasks, and experience developing and ensuring accountability to work plans and goals.
- Proven leadership skills and experience with demonstrated record of sound judgement in highly complex situations involving union staff, member leaders, and political relationships.
- Excellent communication and writing skills. The proven ability to craft sharp and compelling negotiation and political campaigns, messages, raps, literature; the ability to train others on campaign messaging and delivery techniques.
- Exhibit effective analytical skills that produce effective strategic decisions.
- Commitment to the labor movement and a strong work ethic; functions with a high-level of integrity, transparency, and ability to give and receive feedback.
- A strong commitment to social, racial, and economic justice, the desire to win resources to improve the lives of health professionals, and a belief in supporting people to achieve change on issues that affect their lives.
- Ability to always demonstrate confidentiality and appropriate discretion.
- Possess advanced computer skills, ability to use Microsoft Office programs, Excel Spreadsheets, Google Docs, and other databases.
- Valid driver's license and self-insured vehicle.

Preferred Qualifications:

- Advanced Post-Secondary Education

Supervision:

Reports to OFNHP President or designee.

Wages & Benefits: Confidential/Exempt position with a competitive salary, healthcare/retirement benefits, paid holidays, vehicle stipends, etc.

To Apply: Please submit a cover letter and resume to 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.