

## Staff Organizer

**POSITION TITLE:** Staff Organizer

**LOCATION:** Council of New Jersey State College Locals (CNJSCL) – Springfield, NJ (hybrid; significant in-state travel required)

**STATUS:** Full-time

**SALARY:** \$77,703 - \$106,407 (commensurate with experience)

**BENEFITS:** The Council offers a comprehensive benefits package including medical health benefits, healthcare reimbursement funds, employer funded SEP-IRA contributions, vacation, sick, tuition reimbursement, and employer paid family medical leave.

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## ABOUT CNJSCL

The Council of New Jersey State College Locals (CNJSCL) is the exclusive bargaining agent for more than 10,000 faculty, adjunct faculty, librarians, non-tenure-track faculty, and professional staff across New Jersey's seven State Universities and two State Colleges. An affiliate of the American Federation of Teachers (AFT) and the AFL-CIO, CNJSCL advances the collective voice of higher education workers through bargaining, organizing, and advocacy in defense of accessible public higher education.

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## POSITION SUMMARY

CNJSCL seeks a **Staff Organizer** to strengthen and expand the capacity of Council Locals by developing member leaders, building workplace structures, and coordinating contract, legislative, and issue-based campaigns. The Staff Organizer mobilizes members around Council priorities, supports new organizing, and contributes to Council-wide education, communications, and engagement initiatives.

The position works under the direction of the Council President and Executive Committee, with general oversight from Council Directors, and in close collaboration with Staff Representatives, the Communications team, and Local leadership.

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## KEY RESPONSIBILITIES

- Recruit, train, and mentor member leaders; build durable workplace organizing structures
  - Conduct worksite visits and one-on-one conversations to recruit and engage members
  - Plan and execute organizing, contract, legislative, and issue-based campaigns
  - Support rallies, demonstrations, and strike preparation and execution
  - Assist with political and electoral activities, including lobbying and COPE work
  - Identify and develop new organizing opportunities within higher education
  - Facilitate trainings on organizing fundamentals, power analysis, and strategic campaigns
  - Coordinate with the Communications team on member outreach and messaging
  - Maintain organizing data, work plans, and activity reports
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## QUALIFICATIONS

### Required:

- Experience in union, community, or political organizing
- Strong interpersonal and communication skills, including public speaking and training facilitation
- Ability to build relationships across diverse workplaces and identities
- Ability to manage multiple projects and work independently and collaboratively
- Proficiency with digital organizing and communications tools
- Bachelor's degree
- Valid driver's license and ability to travel throughout New Jersey (some evenings/weekends required)
- Demonstrated commitment to organized labor, public higher education, equity, academic freedom, and student access

### Preferred:

- Organizing experience in higher education or the public sector
  - Knowledge of collective bargaining and contract campaigns
  - Background in labor, education, or politics
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## APPLICATION PROCESS

Submit a cover letter, resume, and three professional references to [jobs@cnjscl.org](mailto:jobs@cnjscl.org).

**Application screening begins February 20, 2026, and continues until the position is filled.**

CNJSCL is an equal opportunity employer and strongly encourages applications from women, people of color, LGBTQ+ individuals, people with disabilities, and others historically underrepresented in higher education and the labor movement.