

# Organizing Director

At SEIU District 1199, we are looking for a candidate who wants to join an organization that spends every day working to uplift hard-working people, deliver personal and professional growth opportunities, and provide a fun work environment.

At SEIU District 1199, we believe in the dignity of work, and our mission as a union is to continue to better the lives of our members and all workers. We want you to join us in that mission.

As Organizing Director, you will be the quarterback of all organizing efforts. You will need to lead and develop strategies and staff to organize workers to overcome opposition and win union recognition.

There will be long and irregular hours, frequent travel and overnight stays, and occasional participation in special campaigns that require longer-term travel and overnight stays. You must have a driver's license and a vehicle; must demonstrate good strategic and tactical thinking, successful fulfillment of union organizing supervisory role, and a record of guiding and developing reports.

It's a lot of work, but at the end of the day you are on the front lines of organizing working people into our union - something that will better the lives of every person you help to organize.

You will help working mothers and fathers, minorities, and marginalized people earn higher wages and get better protection on the job.

You will play a critical role in empowering working people.

## **KEY AREAS OF RESPONSIBILITY:**

- Develop a union-wide strategic organizing plan including industry analysis, identify opportunities, appropriate methods, and staff plans
- Lead Field Organizing staff to set and maintain standards for Field Organizing performance
- Analyze and develop systems that increase performance in meeting objectives of the union's program
- Lead Field Organizing staff in strategic and tactical decision-making during campaigns
- Supervise performance of Field Organizing staff and give timely, effective feedback to improve performance
- Exercise good judgment in the delegation of Field Organizing staff
- Develop competencies for Field Organizing staff
- Guide Field Organizing staff in complicated campaigns
- Organize and lead workers in complex situations
- Represent the union in meetings with management, community organizations, and other settings
- Maintain regular and accurate collaboration with and report to the President
- All other duties as assigned

## **COMPETENCIES:**

- Exemplary commitment to trade union principles
- Exercise a high level of autonomous decision-making and problem-solving
- Exemplary proficiency in interpersonal communication, listening and organizing persuasion with workers, members, and community allies
- High-level ability to make sound independent judgments and take initiative
- High-level of proficiency in campaign organizing practices to overcome opposition and secure majority support among workers
- Ability to lead teams of diverse groups of union staff and members
- Ability to identify, train, and develop members and staff with high potential for union leadership roles
- Self-organization
- Ability to analyze issues and prioritize work demands
- Emotional intelligence and professional self-management under pressure
- Knowledge of the union's history, organization, divisions, and programs
- Proficiency in union organizing database system
- Proficiency in professional writing
- Proficiency in basic campaign math
- Proficiency in word processing and email communication
- Punctuality
- Professional standards of behavior and appearance

## **COMPENSATION**

SEIU District 1199 WV/KY/OH offers competitive salaries and a full range of benefits. The base salary is \$77,800.

## **TO APPLY**

Email Deputy Director of Human Resources, Tomika Jackson-Hathorn @ [tjackson-hathorn@seiu1199.org](mailto:tjackson-hathorn@seiu1199.org) and include your résumé, a letter explaining why you want to do this work, and contact information for three professional references. Include "Organizing Director" in the subject line.