

# **NOTICE OF OPEN POSITION**

**AMERICAN FEDERATION OF TEACHERS MASSACHUSETTS (AFT MA), AFT,  
AFL-CIO**

**TITLE: AFT Massachusetts Organizer Position**

**REPORTS TO:** This Position will report to the Director of Organization. Work assignments will be determined as needed to meet the goals of the Campaign Department. The Campaign and Engagement Coordinator will act as the Lead with AFT Massachusetts Organizers and help answer questions, convene, and run team meetings, work with Management and AFT Massachusetts Board, coordinate with Lead Field Rep and Field Rep staff, and support the organizing team.

AFT MA Organizer must be available to work evenings and weekends, as necessary. Reliable transportation is required.

**JOB DESCRIPTION:** A full time, staff union position with a salary schedule and benefits. This position will have four main areas of focus based on the needs of AFT Massachusetts as determined by leadership. Those will be Capacity Building, Internal Organizing, Parent/Student/Bargaining support, and Statewide and Regional Coalition and issue-based support.

## **SPECIFIC DUTIES:**

### **Area One: Capacity Building**

Work with Lead Field Rep, Engagement and Campaign Coordinator, and local presidents to develop and implement new membership leadership opportunities.

1. Support the development and implementation of curriculum for new training and popular education workshops.
2. Help support member activists as they sign up new members and welcome them to the union.
3. Work with members to support resolutions passed by the AFT MA Executive Board.
4. Create organizing support toolkits including meeting agenda templates, one on one scripts, action alert templates, social media and more as needed.
5. Work as needed when organizing new locals or new bargaining units.

### **Area Two: Internal Organizing and member engagement**

1. Work with Reps and Campaign Department staff, identify campaign needs and opportunities in locals or regions.
2. Help form and staff Contract Action Teams and Organizing Committees.
3. Plan and help turnout members for local rallies and actions.
4. Support, develop, and implement local campaigns ie. re-opening schools, prop 2.5 override, or other issue campaigns as determined by local unions and field reps.
5. Help locals with data management, card verification and collection, new and current member engagement.

**Area Three:** Work with allies in locals around Bargaining and issue work (this will overlap often with Area Two)

Support local presidents and leaders along with Field Reps and Engagement and Campaign Coordinator to identify parent and student allies and organizations to build bridges around union issues and campaigns.

1. Support bargaining campaigns with AFT Massachusetts Locals
2. Facilitate parent and community meetings
3. Build contact lists and identify community leaders
4. Help create Political Committees in locals

**Area Four:** Support Statewide and Regional issue based and coalition work

1. Support the actions and issue campaigns of AFT MA coalitions.
2. Help local presidents increase attendance at local Central Labor Council meetings.
3. Help prepare for and attend AFT MA conferences, trainings, and rallies.

**PREFERRED QUALIFICATIONS:** College degree, knowledge of educational issues and teaching as a profession, excellent organizational skills, excellent writing skills (writing sample will be required), ability to speak well in public, conversational Spanish, and the ability to work well with diverse groups. Experience in the field is preferred

**SALARY AND BENEFITS:** The position includes a generous salary and benefits package in accord with the collective bargaining agreement with the AFT MA Professional Staff Union.

Membership in the AFT MA Professional Staff Union is required within thirty (30) days of employment.

AFT MA is an equal opportunity employer.

**Deadline for application: July 16, 2021.**

Please send your resume via email to: Jennifer Daniel [jdaniel@aftma.net](mailto:jdaniel@aftma.net)

Beth Kontos, President  
AFT Massachusetts, AFT MA, AFT, AFL-CIO