

The **Federal Unionists Network** (FUN) is a movement of public servants who believe that our government should improve the lives of all people, in every neighborhood, across the country. The FUN is led by an 18-person Steering Committee of federal sector unionists. Through our existing campaigns and platforms, we engage thousands of federal workers representing the frontline of our struggle to protect democracy within the federal government. We also have core members from every major union representing federal workers across the country. We are the only rank-and-file-led network of its kind in the federal sector. Through democratic, bottom-up, worker-to-worker union organizing, training, education, and mutual support, the FUN empowers federal workers across agencies and unions to protect the civil service now and to be the force that builds a better civil service in the future.

To learn more about the FUN, please visit our webpage: [www.federalunionists.net](http://www.federalunionists.net)

**Job Title:** Senior National Organizing Director

**Location:** Remote, but with a preference for NYC or Washington DC

**Job Classification:** Full-time, Permanent, Non-Union, Exempt

**Salary:** \$161,000-165,000

### **PURPOSE**

We are currently seeking a Senior National Organizing Director, reporting directly to FUN's Co-Executive Director. This position requires a high level of judgment, leadership, and commitment to achieving FUN's vision and goals. This position will be responsible for developing and implementing creative organizing strategies to organize federal workers to join and build their local unions, advance pro-democracy campaigns, work within and across agencies and geographies, and to generate support from allies for our campaigns.

### **Responsibilities include:**

- Organize and implement dynamic, strategic power-building and external campaign plans that are federal-worker led.
- Develop programs to support and build capacity of regional coordinators and federal workers in collaboration with unions.
- Work closely with the Co-Executive Directors to hire, build, and develop an organizing team with up to six regional organizers as direct reports as resources are secured, as well as working with contractors and volunteers.
- Train, develop, and manage organizing staff.
- Coordinate strategy and planning across unions, localities, and agencies toward developing a unified direction in organizing across the country.
- Work closely with the FUN Steering Committee to identify organizing targets and goals, both long-term and short-term.
- Identify and develop worker-leaders into effective workplace organizers, mentors, and agency committee conveners.
- Develop and sustain relationships with key allies and participate in coalition spaces to advance organizing efforts.
- Plan, coordinate, and implement organizing support programs, including database management.
- Identify opportunities for growth, including key pressure points to achieve overall power building objectives.
- Develop and oversee Mentorship, Training, Political Education, and Agency-Wide Organizing Programs with participation from worker leaders, volunteers, and other FUN staff; support regional organizers to implement these programs regionally.

### **Qualifications, Experience, and Skills include:**

- Demonstrated passion and perseverance to bring challenging campaigns to success
- Demonstrated success at providing effective leadership and direction to union organizers and union campaigns
- Experience developing and driving escalating comprehensive organizing campaigns
- Experience in structure-based and campaign-based organizing, with a commitment to strategies that lead to a high participation of workers in all aspects of union organizing
- Experience running union contract fights at multiple worksites at the city, regional, state, or national level
- Experience leading multiple campaigns, with oversight and training of several organizers or lead organizers
- Demonstrated experience in managing and mentoring volunteer organizers
- Capacity to build relationships with people from diverse backgrounds
- Experience building diverse coalitions to support organizing campaigns
- Effective communication skills – listening, spoken, and written
- 10+ years' experience in successfully leading organizing campaigns
- 5 years' experience leading or supervising multiple staff, assignments, projects, managing timelines, and effectively using database systems.
- Demonstrated commitment to democratic values, economic justice, and equity and inclusion.
- Experience working across multiple sectors and industries (including federal sector, preferred)
- Experience with direct join or pre-majority unionism and an ability to advance union goals in the context of a hostile legal and political environment.

### **Additional Requirements:**

- Extended day and occasional overnight travel.
- Willingness to work long and irregular hours, including nights and weekends.
- Willingness to work in a dynamic, startup environment.

### **Physical Requirements** (as required by ADA)

Work is performed in a variety of employment settings. Driving, travel, temporary assignments, irregular and extended work hours are required.

*We are committed to creating a diverse and inclusive workplace where everyone feels valued and respected. We actively encourage applications from all backgrounds, experiences, and perspectives*

### **To Apply:**

Interested applicants should send your application to: [applications@federalunionists.net](mailto:applications@federalunionists.net)

Please include the following:

- Subject line: **FUN National Organizing Director**
- A resume with the months and years of employment for each position.
- A cover letter addressing the reasons you are interested in the role, your qualifications, and ability to carry out the duties of the position.