



AFSCME Local 3299

External Lead Organizer

Based in Los Angeles or Bay Area, CA

Job Title: External Lead Organizer

Location: Based out of LA or Bay Area

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

Salary Range: \$91,902.52 - \$123,509.31

AFSCME Local 3299 is a dynamic, progressive, militant, member-driven labor union that represents 30,000 service and patient care workers on all of the University of California campuses and Medical Centers. AFSCME 3299's members are a diverse group of workers reflecting all of California and are mostly people of color and women. Since 1948, we've prided ourselves on effectively representing UC workers while relentlessly fighting to provide social justice and economic opportunity to both our members and to the greater public we serve. We are a statewide local and use an organizing-focused model for both internal and external organizing work.

To learn more about AFSCME 3299, please visit our webpage: <https://afscme3299.org/>

PURPOSE

This position is responsible for the supervision and development of organizing staff and worker leaders. The External Lead Organizer will conduct a wide array of organizing activities, including leadership recruitment, training staff/workers, strategic planning, initiating and running local issue organizing campaigns and implementation of statewide goals and programs.

PRIMARY RESPONSIBILITIES

(Any one position may not include all of the specific duties and responsibilities listed. Examples provide a general summary of the work required and should not be treated as a total and complete list of expected duties to be performed by employees in the classification.)

- Under the direction of the External Coordinator, the lead will help implement strategic power-building and external organizing campaign plans with clear goals to organize non-union workers into the union
- Inform External Coordinator of activities, developments and progress of assigned campaigns
- Responsible for developing, supervising, and building a team of external organizers, interns, and possibly worker leaders
- Meet regularly with staff to go over work plans and goals
- Shadow organizer's, perform house and worksite job visits and provide organizers with feedback in organizing conversations
- Assist organizers in planning and leading actions, events and marches
- Develop message for campaigns
- Manage lists, charts, and databases.
- Create an environment of inclusion with team
- Participate in hiring and evaluation of staff

Qualifications and Skills include:

- At least 3 years of union organizing experience
- At least 1 year in successfully leading and/or supervising multiple staff, assignments, projects, managing timelines, and effectively using database systems, or equivalent experience
- Demonstrated passion and perseverance to bring challenging campaigns to success

- Commitment to justice for working families, quality and affordable public higher education and quality patient care
- Has demonstrated ability to move workers to take actions
- Ability to work independently and exercise good judgment
- Ability to lead and work effectively as part of a team
- Ability to receive direction from and interact with his or her immediate supervisor when it becomes necessary
- Tracks the growth of external organizers by measuring progress against goals, directly observing their skills and coaching them to meet expectations.
- Ability to hold staff and members accountable to Local 3299's values and the assigned work
- Ability to establish and maintain rapport and credibility with diverse demographic groups, as well as with professional, technical, administrative, and service workers.
- Excellent written and oral communications
- Basic computer skills, such as Word, Excel, and E-Mail Programs

Additional Requirements:

- Extended day and occasional night travel.
- Willingness to work long and irregular hours, including nights and weekends.
- Must possess a valid California driver's license, auto insurance with business coverage, and an automobile for business use.
- Bilingual (Spanish/ English) preferred

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. Valid driver's license and car required.

We are an equal opportunity employer, and strongly encourage all those qualified and interested to apply.

Salary is dependent on experience with a comprehensive benefits package including: fully paid Kaiser medical, dental, vision insurance for self and family, business allowance, car insurance reimbursement, and educational reimbursement.

Interested applicants should send your application to:

Unionsearch Managing Partner, Patricia Johnson at:

patjohnson@unionsearch.org

Please include the following:

- Subject line: **AFSCME 3299 External Lead Organizer – LA or Bay Area**
- A resume with the months and years of employment for each position.
- A cover letter addressing your qualifications and ability to carry out the duties of the position.
- 3 References

To schedule a confidential phone call about this position, please email:

Joann Lo, Unionsearch Associate at: jolo@unionsearch.org

Position open until filled