



## **Lead Organizer – Higher Education (temporary position)**

Maryland State Education Association (MSEA) is the Maryland affiliate of the National Education Association (NEA). MSEA is a union and professional association headquartered in Annapolis, Maryland representing 76,000 educators and school employees working in Maryland's public schools. MSEA is dedicated to improving the teaching and learning experience; negotiating professional compensation and advocating for increased education funding and working conditions for public school employees; promoting academic achievement for all students; and protecting labor, civil and human rights for all.

**JOB SUMMARY:** This position will lead a team of organizers and UniServ staff to organize community colleges consistent with the legislation enacted in the Maryland 2021 legislative session. This position will create and manage organizing plans, lead temporary organizers, utilize sound external organizing tactics, provide reports to the MSEA and NEA Organizing Team, and create necessary documents to call for an election. The position requires skills in the following areas: ability to create strong interpersonal relationships, data collection and utilization, project management, and familiarity with software designed for organizing campaigns. This position will report on a regular basis to the organizing team the on the status of all organizing campaigns. This role will involve field operations as well as work performed at MSEA headquarters in Annapolis.

### **RESPONSIBILITIES:**

- Creates and updates an organizing plan for the acquisition of community colleges in Maryland.
- Creates and prioritizes a system for identifying the most viable organizing targets.
- Conducts direct organizing as necessary.
- Assists with transitional activities as requested after a new local is organized.
- Provides accurate, relevant, and timely information and updates to the organizing team.
- Operates within the confines of the organizing budget.
- Attends meetings and responsibly participates by helping drive the agenda to constructive conclusions.
- Produces and delivers communications (verbal and written) on association benefits and services.

### **QUALIFICATIONS:**

- A Bachelor's degree in Labor Relations or a related field and five years of progressively responsible professional experience is required. Advanced degree in a related field is preferred.



- Extensive experience in organizing is required.
- Supervisory experience is preferred.
- Knowledge of organizing laws, regulations, precedents, protocols, and procedures and advanced principles, methods, and practices of labor relations administration and associated proceedings.
- Knowledge of the general laws and standards that universally apply to organizing activities and ethics.
- Knowledge of the values, goals, and mission of MSEA, tenets of unionism, and the current core issues that resonate within the community college arena.
- Knowledge of relevant bargaining, labor, and fair labor standards laws.
- Knowledge of union contract structures, the labor movement, and common union issues in collective bargaining and finalizing agreements.
- Possession of strong analytical, problem-solving, diagnostic, and responsiveness skills.
- Mastery of verbal (both in dialogue and group presentation) and professionally written communications skills.
- Skills that have been well developed in effective listening, strategic thinking, advocacy, time management, observation, eliciting information, persuasion, and influencing.
- Skill in recognizing those who have potential to be union leaders, and in mobilizing and rallying key players in targeted groups.
- Skill in effective organization of work and independently handling multiple priorities over the same time-period.
- Skill in handling interpersonal disputes and minimizing the effects of conflict on future interactions and job effectiveness.
- Ability to quickly develop and fine tune effective leadership skills.
- Ability to support and defend a cause, particularly in the face of pressure, stress, and adversity.
- Ability to promote and deliver programs to raise awareness of Association functions and services.
- Ability to strategize, develop, and implement regional organizing campaigns.
- Ability to oversee the administration of election proceedings.
- Ability to assess conditions quickly amid confrontation and organize and integrate diverse information in a meaningful fashion to prescriptively sequence and path future events.
- Ability to work cohesively and productively in a team-oriented environment.



- Ability to assess interpersonal dynamics, bases of influence, undisclosed agenda, and motives of key players, spokespersons, or opponent advocates in group meetings by reacting responsibly, quickly, and decisively to the issues put forth or the observed challenges.
- Ability to establish, foster, and maintain effective working relationships within and outside MSEA and consult effectively with staff, members, leaders, and at all levels of Association governance and management.
- Possession of attributes reflective of a leader supporting the values, goals, and mission of MSEA, which includes the tenets of unionism, quality education, and appropriate compensation, professional development, and working conditions.
- Ability and willingness to work long and arduous hours at locations throughout the state.
- Has a valid US driver's license that complies with the state of Maryland.

### Compensation

Salary:	Negotiable
Date of Employment:	As soon as possible
Length of assignment:	Temporary position – one year, renewable terms
Submission deadline:	Open until filled
Email address:	<a href="mailto:careers@mseanea.org">careers@mseanea.org</a>

Interested applicants should submit a resume, cover letter and employment application to the MSEA Careers website. Applications can be found on the [marylandeducators.org](http://marylandeducators.org) website. All applications must be typed.

### ***MSEA is an EQUAL OPPORTUNITY EMPLOYER.***

MSEA is committed to the principle of equal employment opportunity for all employees with a work environment free of discrimination and harassment. All employment decisions at MSEA are based on business needs, job requirements, and individual qualifications without regard to race, color, religion or belief, national origin, sex, age, sexual orientation, gender identity, marital status, or disability.