



OHIO EDUCATION ASSOCIATION

The Ohio Education Association (OEA) is seeking a Director of Education Policy Research and Member Advocacy (EPRMA) to lead the advancement and implementation of the OEA's mission and strategic goals involving local and state advocacy for members' professional and economic well-being and the continuing improvement of public education.

### **ESSENTIAL FUNCTIONS**

- In conjunction with EPRMA program staff, work collaboratively to
  - Provide education policy and practice information, research, and data support to OEA's advocacy agenda for members and public education in legislative, agency, and electoral arenas; and facilitate strategic policy alliances among organizations, agencies, and other groups to accomplish OEA's advocacy agenda.
  - Monitor, research, and analyze current national and state initiatives and trends in education policy development in order to advise appropriate OEA managers and staff, and to provide timely and accurate information to OEA Governance and staff as necessary and appropriate to achieve OEA's strategic goals.
  - Provide research, data, and strategic support for effective collective bargaining by local associations; and, provide research, best practices, and counsel critical to the certification/licensure, working conditions, and professional expertise and efficacy of members.
  - Develop OEA's strategies for member recruitment, retention and engagement aligned with OEA's strategic priorities.
- In collaboration with OEA managers, elected leaders and staff ensure the alignment of OEA's participation and interaction with external organizations, governmental entities and coalitions that promote and aim to improve public education.
- Coordinate the development and implementation of training programs for OEA staff, leadership, and partner organizations, including leadership and education-focused conferences, online training, member-based training cadres, and initiatives to assist OEA members and staff to build their own and local affiliate effectiveness.
- Coordinate with staff and OEA Managers the development of OEA's membership recruitment, retention and engagement strategy, including approaches for early career educators and local association capacity building.
- Develop and maintain productive relationships with state education policy-making bodies, external organizations, governmental entities and coalitions, including institutions of higher education and other organizations that provide professional growth opportunities to OEA members.
- Directly supervise EPRMA staff in a collaborative, team environment to ensure aligned, high quality services to the OEA's affiliates and members and the advancement of the OEA's vision and values.
- In collaboration with the appropriate OEA managers; develop and manage an annual budget for the Education Policy Research and Member Advocacy Department and monitor expenditures on a regular basis.
- Address organizational and staff issues in accordance with the governing OEA policies, the OEA's core values, the OEA's budget, and staff contracts.
- Serve as a member of the OEA's Management Team and perform such management, supervisory, and administrative functions as may be assigned.
- Serve as staff liaison and/or consultant to governance groups as assigned.
- Performs other duties as assigned.

## **QUALIFICATIONS**

### **Education, Experience and Training:**

- Bachelor's degree in education, educational administration, public administration or a related field; Master's degree or PhD or EdD degree preferred.
- Five (5) to seven (7) years of experience in the field of education policy development and/or school improvement.
- Experience in a managerial/supervisory role.
- Experience working in a union environment, preferred.
- Association experience desired.

### **Required Knowledge, Skills, Ability:**

- Knowledge of and ability to lead the development and implementation of comprehensive education policy initiatives, processes and plans;
- Knowledge of and ability to build partnerships and interact with external agencies and coalitions for the purpose of increasing the capacity of the OEA and its affiliates to achieve their legislative, education policy, and political goals and objectives;
- Knowledge of and ability to plan and coordinate activities and interactions within OEA for the purpose of increasing the capacity of OEA staff and members to achieve the organization's policies and goals related to the improvement of public education and the advancement of the education profession;
- Demonstrated high-level interpersonal and communication (both oral and written) skills and ability to work independently and collaboratively on cross-functional and diverse teams (internal and external) on complex issues;
- Demonstrated effective team-building skills and sensitivity and commitment to a diverse and unionized workplace;
- Ability to use project management tools to manage education policy and coalition relations projects;
- Ability to, in collaboration with the appropriate OEA managers, develop and manage an annual budget for assigned departments and monitor expenditures on a regular basis;
- Ability to effectively engage and manage staff;
- Position requires occasional in-state and out-of-state travel to carry out essential functions.

### **About OEA**

The OEA represents more than 122,000 teachers, faculty members and support professionals who work in Ohio's schools, colleges and universities to help improve public education and the lives of Ohio's children. OEA members provide a wide range of professional education services in communities throughout the state.

Our members teach in kindergarten classrooms, high school labs and university halls. They counsel adolescents and help students carve out career aspirations. We coach athletes and transport students to and from the schools and extra-curricular events. We provide professional services to benefit students, schools and the public in virtually every position needed to run Ohio's schools.

OEA members are dedicated to children and public education. OEA's mission is to lead the way for the continuous improvement of public education while advocating for our members and the students we serve. We always have, and always will, work to that end. Through OEA's more than 150-year history OEA members have been involved in every struggle and effort to advance the finest of America's dreams: a quality public education for every child.

OEA has been working to make schools better and improve public education since 1847.

## **AUTHORITY AND RELATIONSHIPS**

Reports to the Executive Director. Develops and manages annual operating budget. Authorizes expenditures in the unit. Supervises the daily operation of assigned staff.

## **BENEFITS OVERVIEW AND APPLICATION INFORMATION**

This position is exempt from the bargaining unit. Salary is commensurate with experience. Fringe benefits include paid vacation, sick leave, health insurance, paid holidays and retirement plans, including 401(k).

For consideration, please submit a letter of interest and resume to OEA Human Resources, [hr@ohea.org](mailto:hr@ohea.org).

View the OEA website [www.ohea.org](http://www.ohea.org) for more information about OEA.

**The OEA is an Equal Opportunity/Affirmative Action Employer.**