



OHIO EDUCATION ASSOCIATION

## **UniServ Organizer**

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The Ohio Education Association (OEA) is seeking an Organizer within the Department of Organizing and Member Engagement to assist in retainment, engagement and recruitment of members , including developing organizing campaigns and strategies, communication materials, and training. This position also provides support to local units in the representation and enrollment process, post-election activities as well as establishing organizational structure.

### **Essential Duties:**

- Provides for planned membership expansion via the creation and/or affiliation of new units and expansion of existing units
- Validates Bargaining Unit demographics for targeted units and assesses potential targets
- Establishes and assists local organizing committees in targeted units; identifies and expands local employee contacts and leaders in targeted units
- Assists with the development of organizing materials, presentations, and publications, responsible for distribution of materials and programs.
- Develops organizing campaign strategies, tactics, goals, and timelines and assists with organizing campaign budgeting
- Responsible for all phases of organizing campaigns
- Prepares, trains, and educates potential local units in the representation election process
- Assists local units in overcoming challenges to their representation rights.
- Plans and conducts training for local leaders aimed at support and effective implementation of statewide organizing effort
- Collects and reports literature being disseminated to employees by the employer or by rival organizations
- Assists new locals in membership promotion and the enrollment process prior to a certification election. Assists in local training for the post-election membership promotion campaign
- Assists the new unit in developing a local organization which includes officer and committee structure, training, constitution, and bylaws
- Assists in the transition of a new local to the assigned Labor Relations Consultant through the successful negotiation and ratification of the initial collective bargaining agreement
- Serves as a liaison/advisor and subject matter expert as assigned
- Supports field operations as assigned
- Attends major conferences, workshops, etc. in areas of assignment and disseminates relevant information obtained at said approved professional training
- Performs other duties as assigned by the immediate supervisor within the job

description.

**Qualifications:**

- A Bachelor's degree or higher, and a minimum of three to five years of work experience in developing and implementing successful organizing strategies and campaigns with concrete goals and outcomes.
- Demonstrated experience in planning, executing, and evaluating organizing activities (internal, external, issue and relational organizing projects) to build strong member driven locals.
- Knowledge of the nuts and bolts of contemporary organizing campaigns and organizing models.
- Knowledge of the critical issues and challenges facing public education and public education employees, and how those issues and challenges impact union member interests.
- General working knowledge of public sector collective bargaining laws and regulations.
- Excellent interpersonal skills and the ability to interact effectively with potential members, local leadership, members and nonmembers, colleagues, and community groups. The ability to work in a team environment as well as with diverse groups of people.
- Exceptional writing skills in drafting proposals, developing presentations, and producing materials and reports for a variety of specific audiences.
- The ability to motivate, engage and mobilize members and leaders. A demonstrated effectiveness to communicate ideas and concepts clearly and persuasively. Effective public speaking skills.
- The ability to effectively use computers programs and utilize electronic databases for informational analysis in organizing campaigns.
- Demonstrated ability to pursue projects with energy, passion, and perseverance especially in the face of resistance or setbacks.
- Demonstrated ability to advocate for member organizing rights and public education issues.
- Strong strategic thinking and planning skills.
- An ability to identify, recruit and train member-leaders and activists in-order to engage them around critical local and state-wide issues.
- Ability to effectively transition external campaigns and team with OEA field staff for continued growth and support of new locals.
- A willingness to travel extensively throughout the state, work evenings and weekends as needed and directed to achieve the goals of the OEA.

**Authority and Relationships:**

Responsible to the immediate supervisor; recommends policy and procedure changes to and through the immediate supervisor.

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

**Consideration is given to all applicants without regard to age, ancestry, sex, race, color, creed, religion, sexual orientation, gender, identification, marital status, national origin, residence, disability, economic status, military status, genetic information; on the basis of pregnancy, childbirth, or related medical conditions; or degree of association activity.**

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Closes: 3/21/2022