



**MOBILIZATION DEPUTY FOR PROGRAM & OUTREACH  
POLITICAL/ELECTORAL, ISSUE & MOBILIZATION HUB  
WASHINGTON, D.C. [HEADQUARTERS]**

The Mobilization Deputy for Program & Outreach is responsible for the oversight and coordination of the programmatic bodies of work in the Mobilization Hub including; Municipal, State & Local legislative activities, AFL-CIO national training programs, and community engagement and outreach plans. The Mobilization Deputy for Program and Outreach works closely with the Mobilization Deputy for Field to ensure that all programs are aligned to reflect National AFL-CIO priorities and to ensure programmatic imperatives are reflected in the national field apparatus.

This position works under the supervision of the Director of the Mobilization Hub and oversees national AFL-CIO programmatic staff to ensure coordination between its responsible division to allow for complete program integration.

**Duties and Responsibilities:**

- Develop and strengthen national AFL-CIO mobilization programs by engaging affiliates, state federations, central labor councils, area labor federations, and outside groups in the planning, implementation, and evaluation of political, organizing and issue campaigns.
- Oversee the strategic development and implementation of campaigns that integrate outside advocacy groups and community and church groups at national, state and local levels with other AFL-CIO departments and with state federations, local central bodies and affiliated unions.
- Conceive, develop and implement worker oriented strategies, campaigns and programs directed at non-union communities through mail, phone, and earned media programs and integrate them into the larger AFL-CIO strategy.
- Assist the Director in managing the systematic reform of state and local AFL-CIO federation bodies making sure that non-union workers and community outreach are integral to the AFL-CIO's mission.
- Establish accountability systems (campaigns debriefing and metric bases assessments) to ensure the federation is meeting its outreach and repositioning goals in all campaigns.
- Direct resources and technical assistance for local and state campaigns.
- Based on strategic plan, build campaign staff structure, supervise, mentor and provide leadership for staff. Develop and implement internal staff development and training programs in key areas.
- Represent the AFL-CIO at tables, coalitions and meetings with outside organizations.
- Assist the Director with planning, budgeting and forecasting as needed, including overall ground mobilization budget and state and local central body political fund allocations, messaging and communications.
- Assist AFL-CIO Officers and other AFL-CIO leadership as needed on special projects.
- Work with Communications, determine press strategy to highlight reform.
- Other duties as assigned.

Qualifications:

- Bachelor's degree preferred.
- Minimum of ten years' experience in national and local political program development and implementation, with significant experience in managing mobilization programs.
- Significant leadership experience working inside and alongside with the labor movement.
- Significant management experience coordinating programs between national organized groups.
- Ability to build and strengthen key relationships with leaders at all levels of society – including, political, NGO, community, union and business leaders.
- Demonstrated advanced understanding of the labor movement and its structure in the United States.
- Extensive staff management experience, including strong interpersonal skills and an ability to lead a team.
- Extensive knowledge of relevant programs and advocacy community.
- Excellent project management skills on complex projects.
- Demonstrated ability to handle multiple high priority projects with competing deadlines.
- Extensive experience managing large, diverse teams.
- Demonstrated ability to resolve conflicts while maintaining important and effective relationships.
- Demonstrated ability to work effectively in politically sensitive and high-pressure environments.
- Demonstrated ability to exercise excellent political judgment and discretion.
- Demonstrated experience in developing campaign and personal work plans and goals.
- Effective time management skills, including prioritizing and managing multiple tasks.
- Demonstrated ability to build and motivate teams and work effectively in a team environment in both a lead and support role.
- Demonstrated ability to work independently within the context of a plan.
- Excellent listening, interpersonal and problem-solving skills.
- Excellent communication skills (both written and oral) and ability to facilitate meetings with diverse participation.
- Ability to work long hours and weekends as required.
- Ability to travel on a regular basis as needed, and for extended periods of time.
- Extensive experience drafting field plans including budgets.
- Computer proficiency is required: email, internet, database/spreadsheet, word processing, Google and web conferencing.

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