AFL-CIO
AMERICA'S UNIONS

Director, Data and Technology
Washington, D.C.

The American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) works tirelessly to improve the lives of working people. We are the democratic, voluntary federation of 55 national and international labor unions that represent 12.5 million working men and women.

Position Summary

The Director, Data and Technology is responsible for leading a 20+ person team that builds programmatic tools, web development, data systems, and analytics to power the labor movement's growth strategies, political programs, member education and advocacy efforts. We serve a broad range of partners, from AFL-CIO affiliated unions, to our state and local network, to joint ventures with allied organizations and beyond. By investing in our central infrastructure, training, and direct service work, we aim to empower the AFL-CIO and its partners to run stronger, data driven, cost-effective strategies and campaigns.

This position will be integral in leading new innovations around technology and the use of data to grow the labor movement and build power for working people. The Director will be a crucial part of developing and implementing the federation's long-term vision on organizing, political and electoral work, and reimagine how unions can adapt to changes at the workplace to ensure working people have a voice on the job.

The Director is responsible for engaging internally and with external partners, including affiliate unions, state federations and central labor councils, partner organizations and allies. While the Director should have strong management skills, the role is less about the day-to-day work assignments of the team, and more about developing relationships with key constituencies for the AFL-CIO, building long-term goals for the department and bringing a spirit of innovation to the organization. The ideal candidate is an experienced team leader with a vision for harnessing the power of technology in new ways for the labor movement, and a demonstrated passion for the issues and organizational mission.

S/he should be able to navigate competing priorities from multiple partners, be committed to running a program based in an analytical and data grounded mindset, and should, although not required, have a background in data, analytics, digital, web development or other technical field. The applicant should also be comfortable explaining complex ideas to non-technical people and be a skilled presenter.

Description of Duties

- Work closely with AFL-CIO leadership, staff, and affiliates to ensure data, analytics and infrastructure are part of a comprehensive strategy to build power for the labor movement;
- Develop a long-term vision and plan for using new innovations in technology and the use of data to strengthen the organizing, political/electoral and other member engagement work of the federation and affiliate unions;
- Meet with affiliates, understand where they have shared needs, and use those assessments to help guide the priorities of the department;

- Support the Deputy Director in the creation and implementation of the department's budget;
- Work with the department staff to define and execute their work, including their work to support the member mobilization program and develop member engagement technology;
- Organize the development of a department work plan and ensure the work plan vision and goals are implemented across the team;
- Build sustained relationships with affiliate unions and AFL-CIO state federations, central labor councils and area labor federations, and vendors;
- Represent the department and the AFL-CIO internally and at conferences and meetings outside of the AFL-CIO.

Qualifications

- Demonstrated experience managing a large team with preference for experience in overseeing technology practitioners (data, analytics, web or software development, etc.);
- Experience in data, analytics, digital, web development or other technical field a plus;
- Proven commitment to building and leading diverse teams of people and creating a supportive working environment for all team members;
- Strong presentation skills and proven ability to represent the interests of a progressive or labor organization in a leadership role;
- Excellent active listening, interpersonal, communication and problem solving skills with the ability to connect with different types of stakeholders, including your staff;
- Experience communicating complex technical concepts to non-technical audiences;
- Able to handle multiple politically sensitive projects simultaneously in a rapidly changing environment;
- Experience managing and prioritizing multiple tasks and projects at the same time;
- Demonstrated experience in developing work plans and goals;
- Commitment to team collaboration and fostering a culture of curiosity in learning new things across a team, including supporting and facilitating professional development opportunities;
- Knowledge of and experience with both national and local labor structures and experience working in the labor movement or working to build and maintain coalitions a plus.

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