



AMERICA'S UNIONS

SENIOR ORGANIZER TRAINER
ECONOMIC POWER AND GROWTH
WEST REGION

(AK, AZ, CA, CO, HI, ID, MT, NM, NV, OR, TX, UT, WA AND WY)

MUST LIVE WITHIN 100 MILES OF MAIN AIRPORT

Are you passionate about economic fairness and social justice? Do you want to improve the lives of working people and strengthen the labor movement? If you answered, “Yes!” then the AFL-CIO may be the right place for you. We are the largest federation of labor unions in the United States, and our team of dynamic professionals is dedicated to growing worker power and ensuring every working person has a voice on the job. When you work at the AFL-CIO, you’re more than just an individual employee—you’re helping to lead a movement with a proud history and a bright future ahead.

The AFL-CIO Organizing Institute (OI) is the primary arm of the labor movement to train the current and next generation of union organizers to win campaigns for union recognition and grow the Labor Movement. For over 30 years, the OI has been at the forefront of training the core competencies & skills critical for union organizers to empower people to gain respect, dignity, and a voice at work through forming a union.

The Senior Organizer Trainer will be part of a dynamic and energetic team responsible for designing and implementing a comprehensive training program that teaches principles and reinforces best practices union organizers need to win campaigns to build a movement to meet the moment.

The Senior Organizer Trainer will be responsible for leading in-person and/or online OI Trainings at all levels (beginner, advanced, and lead). The Senior Organizer Trainer works under the supervision of the Director of the Organizing Institute and is not involved in supervisory or personnel decisions.

DESCRIPTION OF DUTIES:

- Assist in developing training curricula, which include (in-person & virtual) the OI 3-Day Trainings; OI Trainer Academy (Train-the-Trainer); Campaign/Union Specific Training; field organizer trainings; and OI Advanced & Lead Organizer Trainings to advance the goals of the OI Program.
- Participate in affiliate organizing campaigns in order to provide training and development of current and potential affiliate staff.
- Mentor and train all levels of organizing staff, including new recruits, volunteer members, staff organizers, and campaign leads.
- Evaluate organizers for all Organizing Institute training programs.

- Represent the interests of the AFL-CIO, the Economic Power & Growth Hub, and the Organizing Institute with all allied organizations.
- Represent and recruit for the OI in all external forums as needed.
- Perform other duties as assigned.

QUALIFICATIONS AND SKILLS:

- Experience in the labor movement, including a minimum of six years of union organizing and lead campaign experience. Both public and private sector experience is preferred.
- Three years of experience serving in a lead capacity on various organizing campaigns. Both public and private sector experience is preferred.
- Demonstrated ability to critically assess skills and characteristics required in a union organizer and a lead organizer.
- Demonstrated experience developing and mentoring organizing staff at all levels.
- Demonstrated experience establishing programs to select and evaluate union organizers.
- Ability to develop curriculum for specialized educational training programs and experience conducting training sessions.
- Experience developing and implementing organizing campaign plans.
- Experience working with union leaders, staff, and members on union organizing campaigns.
- Knowledge of all levels of the labor movement.
- Demonstrated ability to effectively relate to and work with diverse groups of people in various settings.
- Excellent listening, interpersonal, and communication skills.
- Ability to work independently within the context of a plan.
- Flexible, creative, and highly motivated.
- Strong public speaking skills.
- Strong writing skills.
- Demonstrated ability to build teams and work effectively in a team environment in both a lead and a support role.
- Demonstrated ability to work effectively in politically sensitive and high-pressure environments.
- Ability to travel on a regular basis as needed, and for extended periods of time.
- Effective time management skills, including prioritizing and managing multiple tasks, and demonstrated experience in developing campaign and personal work plans and goals.
- Computer proficiency, familiarity with digital media tools, and the ability to learn database & spreadsheet applications is required.
- Bilingual (English & Spanish) is strongly preferred.
- Ability to work long and extended hours when needed.

Starting annual salary: \$96,323.05

Apply here: <http://aflcio.hirecentric.com/jobs/>

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