AFL-CIO
AMERICA'S UNIONS

ASSOCIATE DIRECTOR OF DATA SYSTEMS & ENGINEERING
DATA, ANALYTICS AND INFRASTRUCTURE
HEADQUARTERS (WASHINGTON, DC)

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 Associate Director for Data Systems and Engineering plays a central role in managing the Federation's databases and the processes that support them. This position is also responsible for managing the infrastructure team supporting staff in the automation of data movement to affiliates and partner organizations.

The Associate Director for Data Systems and Engineering maintains and develops database-backed systems, provides support as needed for other federation systems, and acts as a liaison between DAIR and the IT team, assisting with systems that overlap between the two departments.

The DAIR Department's goal is to generate lasting power for the labor movement by building the Federation's programmatic tools, web development, data systems, and analytics capacity. This team serves a broad range of clients across the labor movement - from other AFL-CIO departments to AFL-CIO affiliates to state and local labor bodies. Through investment in central infrastructure, training, and direct service work, the department aims to empower its partners to run stronger and more cost-effective political and legislative mobilization, digital, and organizing campaigns.

This position reports to the Director of the DAIR Department.

DESCRIPTION OF DUTIES:

- Develops and maintains systems created in-house for a variety of purposes. These systems generally use Oracle's APEX/ORDS framework, presenting web applications backed by databases, but this position should also be flexible in utilizing alternatives to Oracle, if there is a better solution.
  - Works with users to define system needs.
  - Identifies tasks suitable for automation.
  - Develops relational schemas to fit the needs.
  - Creates constraints to ensure relational integrity.
  - Develops stored procedures to implement requirements, enforce business rules, etc.
- Develops and maintains scripts for various purposes, generally run as "cron" jobs or as database-scheduled jobs. Examples include
  - Scripts to maintain important Google Groups.
  - Scripts to generate Google Sheets for reporting and billing purposes.

- ○ Jobs to create daysheets for staff to report their allocation of time.
- Manages databases in the Oracle cloud and on-premises.
- Advises on directions to be taken in system development.
- Manages the infrastructure staff in efficiently serving data to affiliates.
- Works collaboratively with the DAIR web development team to build new systems using alternative frameworks outside of Oracle both for internal AFL-CIO use and broader labor movement usage.
- As needed, helps the Accounting Department with special tasks related to its Great Plains accounting system.
- As needed, helps IT with the Trackit inventory system.
- Establishes and documents procedures for the tasks named.
- Other duties as assigned.

QUALIFICATIONS:

- Bachelor's degree or equivalent technical experience, with a minimum of six years working in programming and database administration.
- Demonstrated experience leading or managing the work of a team of data engineers or database developers;
- Thorough knowledge of relational databases and SQL, preferably with experience in Oracle, SQL Server, and Postgres.
- A knowledge of database procedural languages, preferably to include PL/SQL and T-SQL.
- Practice in diagnosing and resolving database performance issues.
- Proficiency in scripting languages, to include Python and Javascript.
- Experience in the development of web applications, preferably including the use of Oracle ORDS/APEX.
- Proficiency in the use and management of Linux servers.
- Proficiency in the use and troubleshooting of Windows systems.
- Proficiency in writing scripts that use remote APIs, for example Google Admin API.
- Experience in the use of cloud-based systems.
- Demonstrated experience project managing development of internal systems to make work more efficient;
- Ability to communicate and present complex technical concepts and analysis to technical and non-technical audiences;
- Sound knowledge of debugging and troubleshooting generally.
- Ability to communicate well orally and in writing.
- Interpersonal skills, including the ability to work comfortably with bargaining unit staff.
- Ability to work independently as well as lead and work in a team environment;
- Strong project management and problem-solving skills;
- Effective time management skills, including prioritizing and managing multiple tasks, and in developing campaign and personal work plans and goals;
- Demonstrated ability to work effectively in politically sensitive and high-pressure environments;
- Ability to work well under tight deadlines;
- Ability to work long and irregular hours, including weekends; and to travel as needed.

Salary: $132,382.80

Apply here: https://aflcio.exacthire.com/

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