



**DEPUTY FIELD DIRECTOR
POLITICAL AND FIELD MOBILIZATION HUB
WASHINGTON, DC [HEADQUARTERS]**

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 Deputy Field Director has a critical role in ensuring effective execution of the field program at the AFL-CIO. This position is responsible for coordination between the national AFL-CIO and its departments and hubs with Federation’s field staff, ensuring that national field staff are engaged on the ground-level in the execution of National AFL-CIO campaigns and initiatives, development of field staff and state and local federation leaders, accountability, tracking, and reporting of AFL-CIO activity, and works with the national AFL-CIO and our state and local federations to expand the capacity of the labor movement on the ground in communities all across America. The Deputy Field Director also works closely with the Department Director, as well as the Campaigns and Political Teams to execute programs and coordinates closely with Regional Field Directors, field staff and the leadership of Hubs and Resources.

At the direction of the National Field Director, the Deputy Field Director is responsible for the development and implementation of national campaign and development plans, including legislative and issue work that is executed by the federated bodies of the national AFL-CIO. In addition, the Deputy Field Director is responsible for contributing to the creation of electoral mobilization plans.

DESCRIPTION OF DUTIES:

- Work with the National Field Director and the Department Director to determine campaign field strategy and goals for specific campaigns;
- Support national, state and local labor movement in worker focused, issue-oriented power building via legislative and political mobilization;
- Experience reviewing and managing complex program budgets, work plans and timelines;
- Provide and support regular internal communications related to progress-to-goals and ensure there is an in-state to national feedback loop of timely information;
- Develop processes and structures to inform decision-making, resources and ensure accountability;
- Support AFL-CIO field managers and staff in maintaining best practices and sharing with the federation network for effective execution of electoral and issue campaigns and provide opportunities for affiliate, state and local federation staff and member development;
- Keep the National Field Director and Department Director fully informed on a regular basis regarding issues that affect departmental or Federation objectives;
- Collaborate with other hubs/departments to coordinate the work, including special projects as assigned;.
- Other duties as assigned.

QUALIFICATIONS:

- Minimum of 6 years of campaign management experience coordinating campaigns for the labor movement; or at least 10 years of prior non-labor campaign or executive director experience in issue, organizing or political campaigns;
- Extensive knowledge of and experience working with voter files, modeling and targeting, and the Voter Action Network (VAN);
- Extensive experience drafting field plans including budgets;
- Extensive experience managing large staff and diverse staff teams;
- Demonstrated ability to build and motivate teams and work effectively in a team environment in both a management and support role;
- Extensive knowledge of and experience with both national, state and local structures of the labor movement;
- Excellent listening, interpersonal, communication and problem solving skills;
- 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;
- Ability to work independently, within the context of a plan;
- Effective time management skills, including prioritizing and managing multiple tasks, and demonstrated experience in developing campaign and personal work plans and goals;
- Excellent written and verbal communication skills;
- Ability to travel on a regular basis as needed, and for extended periods of time;
- Computer proficiency is required: email, internet, database/spreadsheet, word processing, and web conferencing.

Salary: \$152,981.56

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