



AFSCME MD Council 3 – Organizing and Research Coordinator

AFSCME Maryland Council 3 is seeking an **Organizing and Research Coordinator** to create a vision and strategy for organizing workers in Maryland. With over 1.4 million members, the American Federation of State, County and Municipal Employees (AFSCME) is the nation's largest public service labor union and a leader in the fight for social and economic change.

AFSCME Council 3 represents nearly 45,000 public service workers in local, city, county, and state government as well as in higher education and the private sector who provide the valuable public services that our communities rely on. We organize in the workplace and fight for dignity, respect, and a fair standard of living for all public service workers in Maryland.

Responsibilities:

- Work with Strategic Team to develop and lead the union's organizing and growth plans.
- Working to adopt and win collective bargaining rights through creative paths. This includes writing language for legislation, ordinances, and reviewing legal pathways for collective bargaining expansion.
- Supervise external organizing team.
- Collaborate with lead organizer and other Strategic Team members on plan to expand collective bargaining rights through legislation, local and county governments.
- Lead and execute research to identify priority targets, build power analysis, and inform campaign strategy. Able to write employer profiles when necessary.
- Create strategic analysis on priority contract campaigns to raise standards through strong contracts. Evaluate, select, and draft contract language and wage scales.
- Develop organizing campaign plans with the goals, strategies, and tactics necessary to execute the plan, including effective management of staff and members.
- Engage in staff development and collaborate with lead organizer.
- Set and track organizing metrics.
- Generate and pursue new organizing leads.
- Supervise the recruitment and development of worker leader committees.
- Review the creation of all campaign materials with the communications team.
- Work with staff and volunteer member organizers to develop and drive program.
- As a member of the senior leadership team help set the goals and agenda for the union.

What We're Looking For:

- At least five to eight years of successful union organizing experience.
- Success in supervising and mentoring staff.
- Demonstrated success in running and winning organizing campaigns.

- Experience writing election agreements, collective bargaining ordinances and evaluating legislative language.
- Understanding developing bargaining units in public and private sector.
- Ability to analyze union contracts and provide guidance and feedback on strong contract language.
- Ability to use social media and virtual platforms to support membership campaigns.
- Ability to establish and maintain effective work relationships with co-workers and members.
- Commitment to racial equity and social justice.
- Demonstrated ability to conduct research and gather information for negotiations, strategy development and other organizing activities.
- Excellent oral and written communication skills.
- Willingness and ability to work long and irregular hours and weekends. Some travel required.
- Car and valid driver's license a requirement.

We offer a competitive salary and great benefits. We offer a car allowance, fully paid health benefits, 3 weeks paid vacation, 15 paid holidays, 12 sick days, pension, optional 401k, life insurance, and staff union. Women and people of color are strongly encouraged to apply.

To apply, send cover letter and resume to recruiting@afscmemd.org.