

**Arizona Education Association
Director of Organizing and Growth Strategies**



Arizona
Education
Association

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Posting Date: April 12, 2022

Closing Date: June 30, 2022

Employment Date: As soon as possible

The Arizona Education Association is seeking applicants for the position of Director of Organizing and Growth Strategies in Phoenix, Arizona, to help AEA strengthen and grow its membership. The Director is a member of the management team and is responsible for the coordination of AEA's field program that promotes the vision, mission and core values, and advances the strategic priorities and direction of AEA. The Director is responsible for effectively supervising field staff in all regional offices, through supporting, mentoring and coaching of field Organizational Consultants (UniServ Directors) and Associate Staff. AEA desires an individual who possesses sound project and management skills, and who works well in a team environment. The ideal candidate should be creative, flexible and enjoy performing a wide variety of tasks.

Experience and Education Preferred:

- Minimum of five years experience leading organizing campaigns, especially in states where union membership is not required by law.
- A track record of developing and implementing membership growth strategies with successful results.
- Minimum of five years experience in project, program or personnel management in the field of Organizational Development, Organizing, or related field.
- A minimum of a Bachelor's Degree in Education, Management or equivalent in a related field.
- Employment experience in public education.
- Employment experience in an advocacy organization such as NEA, state education association, labor organization, or community organization.

Required Knowledge, Skills and Attributes:

- Ability to develop and implement a multi-year statewide organizing strategy that results in significant increases in member engagement and growth.
- Experience in supervision and motivation of staff and leaders in a team based, high-performance organization.
- Ability to mentor, coach and develop others by developing performance outcomes, accurately assessing employees' strengths and improvement needs, providing feedback, and creating action steps to ensure development of staff over time.
- Demonstrated experience and expertise in managing a variety of programs within a membership-based organization.
- Leadership skills, including the ability to think strategically, facilitate dialogue for shared results and facilitate problem solving through a variety of strategies.
- Knowledge of principles and systems of organizing.
- Ability to cultivate and sustain a culture of organizing within the field team.
- Experience in budget development and maintenance processes.
- Effective communication skills and ability to build and maintain positive working relationships while working with a variety of leadership styles and perspectives.
- High standards of excellence, personal integrity, the use of sound judgment, and knowledge and sensitivity to cultural and personal differences.
- Willingness to work long hours and occasional weekends and travel extensively to regional offices and local associations within the state.

AEA's MISSION

AEA...
*keeping the
promise of
quality
public
education*

How to apply:

Interested candidates should submit a letter of interest, resume and three (3) professional references to:

Arizona Education Association
Attention: Nicole Adams, Executive Assistant
345 E. Palm Lane
Phoenix, Arizona 85004
or via email to: nicole.adams@arizonaeea.org

The Arizona Education Association offers a competitive salary and an excellent benefit plan.

The Arizona Education Association is an equal opportunity employer with an affirmative action employment program. Minorities and women are encouraged to apply.