



Arizona  
Education  
Association

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## INTERNAL AND EXTERNAL POSTING

**Position:** New Growth Organizer

**Date of Posting:** February 21, 2023

**Close of Posting:** Until Filled

**Anticipated Start Date:** April 1, 2023, or sooner.

**Staff Relationship:** Reports to the Executive Director

**Location:** AEA HQ/Phoenix, AZ

**Application:** Please submit a cover letter, résumé, and three references via email to:

Nicole Adams, Executive Assistant to President and Executive Director

**Email:** [Nicole.adams@arizonaaea.org](mailto:Nicole.adams@arizonaaea.org)

### **New Growth Organizer**

The Arizona Education Association is recruiting experienced and qualified candidates who are passionate about building organizing power to win policies that improve working and learning conditions for educators and students. The ideal candidate will be deeply committed to our mission, thrive on finding ways to overcome challenges and enjoy working to translate bold vision into successful programs. This role requires someone who is a systems thinker, engages effectively with staff, and can foster effective communication and information sharing.

The New Growth Organizer works directly with leaders and members to develop and implement the best strategies to engage members and recruit educators to join AEA. This position is responsible for coordinating across various school sites and multiple school districts. departments to achieve local, regional, and statewide recruitment goals. The New Growth Organizer will work with a dynamic team of organizers, field staff, professional learning staff, and program assistants, and coordinate with members and leaders to achieve the goals of the organization.

The Arizona Education Association is committed to creating a diverse environment and is proud to be an equal-opportunity employer. AEA will consider all qualified applicants without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, or age.

### **Qualifications Required**

- Bachelor's degree or equivalent experience
- Demonstrated use of sound professional judgment
- Excellent oral, written, and interpersonal communication skills.
- Knowledge of organizing principles and ability to develop and implement organizing plans
- Proficiency in computer technologies
- Ability to work in a team environment
- Conflict resolution skills
- Understanding of membership-based organizations, especially unions
- Ability to plan and coordinate campaigns.
- Ability to effectively balance multiple priorities and manage time and financial resources
- Ability to work with minimum supervision.
- Willingness and ability to expand knowledge and skills in a rapidly changing environment
- Training and presentation skills
- Ability to build and maintain effective working relationships with staff and leaders
- Willingness and ability to advocate for the membership and goals of the organization
- Ability to write a comprehensive organizing campaign plan that demonstrates an understanding of campaign messaging, strategy, last-to-first planning, and data analysis and to work with leaders to implement such a plan.

### **AEA's MISSION**

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

- Demonstrated experience in successfully developing, implementing, and winning comprehensive organizing campaigns that have resulted in increased membership, leadership, member engagement, and worker power.
- Demonstrated experience planning and implementing organizing blitzes including member/potential member list creation, development of organizing rap, assessment questions, tracking tools, and follow-up plans.
- Demonstrated experience in organizing and leadership identification and development including skills in utilizing data for targeting organizing campaigns and experience with organizing conversations, assessments, and moving people to action.
- Facilitation, training, and presentation skills including the ability to train leaders and members with the necessary skills and tools to recruit, retain and engage members and external partners.
- Willingness and ability to travel and work long and irregular hours including some weekends.

### **Desired Qualifications**

- Familiarity with community, public education, and labor groups and coalitions in Arizona.
- Ability to demonstrate a basic understanding of, and advocacy regarding policies and strategies that impact public education professions and student learning.
- Familiarity with collective bargaining including bargaining for the common good strategies.
- Experience organizing through one-on-one conversations, house visits, planning and implementing organizing tactics and strategies, including rallies, marches, and other direct actions.
- Ability to design, produce and manipulate database reports, spreadsheets, and presentation software.
- Spanish proficiency preferred

### **Responsibilities**

- Serve as a trainer of leaders and staff in new growth organizing, community engagement, planning, leadership identification and development, scratch organizing, and other capacity-building efforts.
- Serve as a resource to staff and leaders with growth organizing, particularly new growth, including: providing training, creating and sharing materials, coordinating events focused on growth, and more.
- Engage in new growth organizing and capacity-building efforts with leaders, members, and staff.
- Provide strategic support and content for communications both internal and external, related to statewide new growth organizing campaigns.
- Work with local affiliates and units to implement the AEA strategic plan within designated units, locals, and constituency groups.
- Develop qualitative and quantitative reports related to the assigned work.
- Partner with existing staff in the field to build collaborative approaches to the work.

### **Compensation and Benefits**

This is a bargaining unit position with a salary range of \$69,000-\$78,000 based upon prior experience and qualifications. Excellent comprehensive benefits package provided-- including health, dental, vision, life insurance, 401(k) plan, and paid sick, personal, and vacation leave.