



Arizona  
Education  
Association

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## INTERNAL AND EXTERNAL POSTING

**Position:** Senior 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@arizonaea.org](mailto:Nicole.adams@arizonaea.org)

### Senior 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 visions 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 Senior Organizer provides strategic direction for the state's largest union in the areas of member engagement and recruitment. This position is responsible for coordinating across departments and working with staff and leaders to develop comprehensive plans to achieve local, regional, and state goals. The Senior 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

- At least 15 years of experience developing and implementing comprehensive union or community organizing campaigns and working with teams to meet organizing goals—specifically member recruitment and engagement.
- At least 10 years of experience leading campaigns to organize unorganized workers to form a union and negotiate a first contract.
- Broad understanding and knowledge of the critical issues and problems facing public schools and education professions in Arizona.
- Familiarity with recruitment strategies; familiarity with bargaining for the common good strategies; strike experience is encouraged.
- Demonstrated ability to coach and develop individuals and teams to successfully work together to achieve organizational goals; ability to motivate others, share vision and energy.
- Demonstrated experience of creative and “out of the box” thinking in campaign and program development.
- Demonstrated experience in developing organizational programs to successfully identify, recruit, and develop leaders.
- Proven commitment to social, racial and economic justice and improving the lives of working people.
- Excellent written and oral communication skills.
- Strong facilitation, training, and coalition building skills.

AEA's MISSION

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

- An applicable BA or BS Degree preferred.
- Ability to obtain and maintain a valid Arizona driver's license.
- Ability to travel frequently and to work long and irregular hours.

### **Responsibilities**

- Plan, lead, and coordinate AEA's strategic campaigns to help locals reach majority status and/or supermajority status.
- Support and advance AEA mission, goals, and strategic priorities; collaborate with other team members and to ensure alignment, focus, and coordination of program work.
- Train and mentor leaders, members and organizers in capacity building, leadership development, and organizing strategies.
- Focus on problem solving and overcoming challenges and barriers to achieve organizational goals.
- Work with staff, management, and governance to promote a collaborative and positive workplace culture.
- Maintain a comprehensive working knowledge of AEA and NEA programs and services available to local affiliates including teaching and learning, communications, research, organizing, bargaining, legislation, and political action.
- Analyze relevant membership data to inform decisions and strategy development.
- Plan, lead, and coordinate AEA's overall growth strategy with an emphasis on internal organizing and increasing union density in our largest locals.
- Lead a dynamic team of organizers with diverse skill sets and job responsibilities and contribute to the organizational vision, culture, and strategy.
- Serve as a strategic partner to local and state governance leaders providing training, leadership development, and strategic support.

### **Compensation and Benefits**

This is a bargaining unit position with a salary range of \$95,000-\$105,000 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.