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

**Posting Date:** October 17, 2023

**Closing Date:** Until Filled

**Employment Date:** As soon as possible

**Location:** AEA Office in Phoenix

**Supervisor:** Reports directly to the Executive Director

**Applications:** Interested candidates should submit via email a letter of interest and resume detailing your experiences, the areas of knowledge, skills, and attributes, and three (3) professional references to:

Arizona Education Association  
Attention: Nicole Adams, Executive Assistant  
nicole.adams@arizonaaea.org

The Arizona Education Association is seeking applicants for the position of Deputy Director of Organizing and Growth Strategies (hereinafter DD) in Phoenix, Arizona, to help AEA strengthen and grow its membership. The DD is a member of the management team and is responsible for assisting the Executive Director and the Director of Organizing and Growth Strategies (hereinafter DO) with overseeing AEA's field program. More specifically, the DD works to promote the vision, mission, and core values of AEA, while advancing the strategic priorities and direction to achieve maximum impact. At the direction of the Executive Director, the DD is responsible for effectively supervising field staff in regional offices to support, mentor, and coach Organizational Consultants (UniServ Directors), New Growth Organizers, Community School Organizers, and/or 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 and flexible and enjoy performing a wide variety of tasks.

**Education and Experience Required:**

- Minimum of five year's experience leading organizing campaigns in states where union membership is not required by law.
- A track record of developing and implementing membership growth strategies with successful results.
- A minimum of five year's experience in project, program, or personnel management in the field of Organizational Development, Organizing, or related field.



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## **Experience Desirable:**

- A Bachelor's Degree in Education, Management, Labor Studies or equivalent in a related field.
- Employment experience in public education.
- Experience signing up new members both in the field of public education or the private sector.
- Employment experience in an advocacy organization such as NEA, state education association, labor union, 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 cultivate, project, and maintain a positive attitude about the work and the overall mission of the 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 the 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 organizational effectiveness.
- 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.

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.*