Organizing Program Manager Position – Portland, Oregon

Fight for more fair and equitable workplaces.

Oregon AFSCME Council 75 is now accepting résumés from people with a passion for helping workers fight for more fair and equitable workplaces.

Oregon AFSCME is a fast growing union, representing over 35,000 public employees and non-profit employees. We believe in economic and social justice for all Oregon workers and their families. Our mission is to empower and unite workers to create change in their workplaces and communities. Our members work for the State of Oregon in addition to counties, municipalities and behavioral health nonprofits across Oregon as well as self-employed child care providers. For more information visit: www.OregonAFSCME.org.

Organizing Program Manager Responsibilities:

- Oversees the coordination and administration of the Union’s ongoing external organizing program including planning, organizing and staffing program/department activities.
- Train, mentor, and lead an organizing team in developing leads, building worksite organizing committees, and winning union elections
- Lead staff in identifying, recruiting, and developing worker leaders to win organizing campaigns, form unions, and build power at work
- Provide support and guidance to staff relating to achieving their goals, including: Hold effective 1:1s using a consistent model, including outcomes and documentation, and effective team meetings as needed
- Coordinate meetings of organizers (team and one-on-one) that include planning, reporting, evaluating and implementing accountability structures that relate to the Union’s overall strategic plan
- Recognize the importance of being a stable and trauma informed manager of your team and implement tools, processes and strategies to create cohesion and trust
- Train staff organizers, member organizers, and Volunteer Organizers (VOCs)
- Lead and Participate in union-wide membership drives, political campaigns and other field activities as assigned which may include worksite visits, phone banking, house visits, door-to-door canvassing, and literature drops
- Utilize innovative strategies and technologies to enhance organizing efforts, including digital platforms, social media, and data management systems.
- Ensure compliance with legal requirements and labor regulations throughout the organizing process.
AFSCME is committed to developing the capacity of staff to take on growing roles and responsibilities.

Qualifications:

- Experience in organizing, with a proven track record of successful campaigns.
- Experience waging comprehensive campaigns utilizing worker, political, regulatory, and community components.
- Understanding of labor laws, collective bargaining, and organizing strategies.
- Strong leadership skills, with the ability to motivate and inspire a team.
- Excellent communication and interpersonal skills, with the ability to engage and build rapport with diverse groups of workers.
- Strategic thinking and problem-solving abilities to navigate complex campaigns.
- Proficiency in utilizing digital tools and technology for organizing and communication purposes.
- Ability to work independently and collaboratively in a fast-paced, dynamic environment.
- Ability to hold staff, leaders and self-accountable to established performance standards/assessments regarding organizing.
- Highly organized. Ability to work independently, without supervision, and to take initiative.
- Must have a valid driver’s license, ability to maintain auto insurance, and an automobile for work use;
- Have advanced ability to identify and address personal bias and integrate trauma informed and inclusive practices.

Preferred qualifications:

- Experience resolving workplace disputes and advocating on behalf of others, and/or engaging people in social justice organizing.
- Candidates with bilingual or multilingual skills are encouraged to apply.

To Apply:

- Please send a cover letter and resume to Hiring@oregonafscme.org. Priority to applications received by July 20th.