

Position: Union Organizer 4-248
Location: San Antonio, TX
Type: Full-time, exempt

Summary:

The Texas State Teachers Association (TSTA) is looking for a seasoned organizer to build strong locals through recruiting and member retention, identifying, activating, empowering, and supporting local leaders in the greater San Antonio, TX area.

Here's what you can expect:

- Advocate for and protect association rights for TSTA members and its local affiliates, as assigned.
- Facilitate the local association strategic planning process, so as to allow each local with which the staff person is working to maximize its local capacity and power.
- Assist locals and local leaders in identifying issues for organizing campaigns and facilitate the creation and execution of campaign strategy around those issues.
- Facilitate organizing for the purpose of membership growth in locals within the assigned area(s), emphasizing organic recruitment and retention of members through efforts fully integrated with the local's issue organizing and advocacy program.
- Facilitate organizing for the purposes of building capacity and effectiveness in locals and developing local leadership.
- Develop strong working relationships, wherever possible, with the leaders of locals with which the staff person works.
- Deliver and/or facilitate the delivery of a range of training opportunities for local leaders, potential leaders, activists, and members. While staff will at times need to build relationships with members, communities, district administration, etc., the fundamental relationship for the organizer is the one with local leaders.
- Manage member and other data and strategically analyze that data.
- Facilitate the integration of local leaders and members into the broader work of the association and its statewide leadership structure.

Here's what you bring to our team:

- Bachelor's Degree in education, social science, public policy, political science, communications, law, labor relations, or equivalent combination of education and experience as a professional organizer in social justice projects or areas. Advanced degree preferred.
- Five years of experience in grassroots organizing and membership recruitment and retention, preferably in the field of public education or a similar field. Experience in building local infrastructure, local capacity, direct action organizing, leadership development, political and organizing campaign planning and action a plus. Experience in adult training desirable.
- Exceptional skill in multi-tasking, negotiation, conflict resolution, and interest-based problem-solving.
- Ability to communicate clearly, persuasively, concisely, logically, and coherently (both verbally and in writing) with diverse audiences.
- Ability to adapt to changing circumstances and competing priorities while interacting productively with internal and external customers in a demanding and complicated environment.
- Ability to function well in a high-paced and, at times, stressful environment.
- Ability to work both independently and as a contributing team member; effectiveness of work depends on ability to gain active cooperation and involvement from appropriate stakeholders.
- Proficient with Microsoft Office Suite and related software.
- Bilingual (English/Spanish) preferred.

About TSTA:

Since 1880, the Texas State Teachers Association has worked to unite, organize and empower public education advocates to shape public education in Texas thus providing a quality public school for every

child. Working in conjunction with its national affiliate, TSTA offers members leadership and professional development, legislative and member advocacy, and legal assistance. With more than 35,000 members across the state, TSTA continues to be a strong force in Texas public education. For more information, visit www.tsta.org.

TSTA total rewards:

- Employer paid medical, dental, vision, LTD, AD&D and employee assistance program
- Generous PTO (annual, sick)
- Paid holidays
- Defined benefit retirement plan
- 401(k) – no employer match

COVID-19 considerations:

The health and safety of our team is top priority. We are committed to complying with all local, state, and national orders and guidelines regarding COVID-19. While this crisis poses unique challenges, thanks to dedicated employees, we have been able to remain fully operational during COVID-19. Our employees temporarily are working remotely.

Other considerations:

TSTA will verify the selected candidate's education, experience, and licensure/certification(s). You must provide proof of education from an accredited organization/institution and proof of your professional licenses and/or certifications. This position will undergo a criminal background/credit investigation.

This job description is intended to be generic in nature and is not an exhaustive list of all duties and responsibilities. The essential duties, functions, and responsibilities may vary based on the specific tasks assigned to the position.

Interested candidates should submit a cover letter and resume via email to Neocha Campbell at hr@tsta.org. Please no phone inquiries regarding the position.