Job Opening: Associate Director for Labor and Organizing
Madison Teachers Inc.

Do you believe in public education, workplace justice, and union democracy? Can you see yourself working to advance racial, social, and economic justice? Can you help keep our Union strong?

Madison Teachers Inc. (MTI) is a Union of teachers, education professionals and paraprofessionals in the Madison Metropolitan School District (MMSD). We are seeking a full-time **Associate Director for Labor and Organizing** to work with our Union in Madison, Wisconsin.

The successful candidate for this position will have a deep commitment to public schools, advancing racial and social justice, and member-led democratic unionism. They must also be energized to help our Union combat systemic racism and bias to improve educational outcomes for **all** students. They will be values-driven, self-motivated, resourceful, resilient, and able to organize member leaders to take successful action(s) to advance Union priorities when needed.

**POSITION SUMMARY:** This position works under the direction of the Executive Director and will work directly with MTI professional and administrative staff, the elected leadership of our Union, school district administration, and the membership of MTI. This position complements, and is supported by, our existing team of professional staff representatives and elected leaders. The successful candidate will share responsibilities for internal organizing, assist and advise members on workplace rights, wages and benefits, facilitate workplace problem solving, provide resources and information to Union committees, help resolve employment related disputes, file and manage grievances, and organize to mobilize members, among other duties as necessary.

**DESIRED QUALIFICATIONS:**

- Demonstrated ability to develop, plan, and implement strategies to engage Union members to build our Union’s capacity to represent members at the worksite
- Strong commitment to equity, anti-racism, and social justice to help our Union address the inequities in public education
- Experience working as a Union staff member or elected leader preferred
- Being a committed advocate for the principles of member-led, democratic unionism
- Strong interpersonal and communication skills (written and verbal), including authoring professional letters, newsletters, internal workplans, Union Bylaw revision(s), Employee Handbook language, and dispute resolution agreements
• Demonstrated capacity to establish and cultivate relationships with people from multiple job classifications and diverse socio-economic backgrounds

• Proven experience and ability to recruit and train worksite leaders (Faculty Representatives and Building Leaders), facilitate worksite problem solving with building administration, educate members on the Employee Handbook and rights enforcement, and organize members for direct action when necessary

• Ability to collaborate with leadership, professional staff, members, and employer representatives

• Ability to work both independently and in a team environment with a demanding workload and occasional evening commitments

• Ability to maintain professional relationships with management to help resolve complex and sometimes controversial issues

• Passion and enthusiasm for helping people and a willingness to learn and grow as an organizer

• Experience with Community Coalition building and/or Government Relations is a plus

• Fluency in Spanish and/or Experience in public education is a plus

• Must have a car, driver’s license, and automobile insurance, or other reliable transportation to travel to off-site meetings during the workday

• A Bachelor’s Degree is necessary though relevant professional experience and accomplishments may be considered; Master’s Degree in Industrial/Labor Relations preferred

• Ability to effectively use basic office technology and software and willingness to learn additional technical skills as needed.

MTI provides a competitive salary and benefit package as part of its collective bargaining agreement with the Professional Staff Union (PSU) of MTI. Depending on education and experience, starting salary is $65 to $85 K.

APPLICATION INFORMATION
A complete application must include:

• A one-page cover letter,
• A resumé, and
• Three one (1)-page letters of reference. Each reference must describe their direct knowledge of the work experience of the candidate. Letters must contain the references’ contact information including name, position, mailing address, e-mail address and phone number. Incomplete applications will not be considered.

Submit cover letter, resumé, and references not later than 5:00 p.m. CST, March 11, 2022, to Vicky Bernards at: bernardsv@madisonteachers.org.

AS AN EQUAL OPPORTUNITY EMPLOYER, MTI IS COMMITTED TO A DIVERSE AND INCLUSIVE WORKPLACE. ALL ARE ENCOURAGED TO APPLY.