Montgomery County Education Association

Organizational Specialist, Political Action

Based in Rockville, MD

PROGRAM AREA: Public Affairs
POSITION TITLE: Organizational Specialist, Political Action
BARGAINING UNIT: Professional Staff Organization
REPORTS TO: Managing Director of Public Affairs
STARTING SALARY: $80,012.54

MCEA is seeking an experienced and energetic political organizer to join our team. The political action organizational specialist will work to advocate for progressive and bold pro-public education policies that center educators at the Maryland General Assembly, and with the Montgomery County Council and Board of Education. The political action organizational specialist will implement advocacy campaigns that involve base-building, organizing, and public education strategies. They must be able to organize and effectively communicate at all levels – with grassroots communities as well as established community leaders and elected leaders. Must be highly organized, an effective communicator, self-motivated, and passionate about MCEA's mission.

Key Responsibilities:

- Develop and implement the MCEA's political organizing strategies, advancing the Union's political and policy priorities and building the Union's power.
- Work with Managing Director of Public Affairs to develop goals and execute plans for member participation in candidate interviews, lobby days, town hall meetings, elected official accountability activities, voter registration drives, vote-by-mail and GOTV activities;
- Responsible for designing and executing MCEA's state legislative and political strategy
- Develop and support campaign and legislative meetings with the goal of supporting MCEA's Political Action & Community Engagement (PACE) committee.
- Design and drive public pressure campaigns as assigned.
- Responsible for monitoring legislation and preparing members to lobby on legislation as it pertains to MCEA members
- Responsible for bringing information forward to the PACE committee to develop recommendations to the Board of Directors.
- Develop relationships with key local and state allies, legislators, key office holders and their staff, other unions, and progressive organizations.
- Develop and track state budgets, including the Blueprint for Maryland's Future.
- Evaluates political campaigns (candidate, legislative and ballot measures at the local, state, and federal level) and support MCEA's Apple Ballot endorsement process when applicable
- Provide support to internal field staff for the recruitment, training, leadership development and coordination of member political activists for political fundraising, electoral campaigns, and lobbying
- Work with staff and members to integrate political strategy into planning for contract and organizing campaigns.
- Prepare and/or support the creation of member education materials;

- Empower the membership to build effective advocacy relationships with elected officials, community partners, and other stakeholders; and,

Qualifications:

- Minimum of three years legislative, political organizing, or campaign experience with a labor union, state or local agency or association, non-profit community organization or progressive elected official
- Commitment to building a Progressive and Democratic labor movement
- Knowledge of professional campaigns including media, research, field, communications and GOTV programs
- Knowledge of state legislative and budget processes and Maryland political landscape
- Ability to craft and implement electoral and legislative plans.
- Understanding of the state's ballot initiative process and of federal, state and local campaign finance regulations.
- Superior oral and written communication skills
- Ability to travel and willing to work long hours and weekends, as needed;
- Outstanding interpersonal skills with a demonstrated ability to motivate, lead, build strong working relationships and hold others accountable;
- Demonstrated ability to contribute to creating a positive work environment that encourages personal responsibility, initiative, and innovation;
- Proven ability to work with diverse groups of people, from union members to union staff and leaders to elected officials to other community and issue stakeholders;
- Fluency in a second language is desirable.

REQUIREMENTS

- Salaried position; requires nonstandard work hours and/or weekend and holiday work.
- Travel is required, primarily within Montgomery County.
- Must possess a valid driver's license, must have auto insurance that covers business driving, and must possess an automobile for business use.

COMPENSATION

The salary for this position is governed by a collective bargaining agreement. MCEA also provides a comprehensive benefits package including medical, dental, vision and prescription drug coverage, retirement savings plan, and long-term disability insurance.

WORKING CONDITIONS AND PHYSICAL EFFORT

- Work is performed in a variety of settings – in schools, school district offices, a typical office work environment.
- This position requires frequent driving throughout the county to various locations.
- Must be able to occasionally remain in a stationary position up to 50% of the time.
- The person in this position needs to regularly move about inside the office and other locations.
- Constantly operates a computer, cell phone, and office productivity machinery, such as a copy machine and computer printer.
- Frequently moves equipment & supplies weighing up to 25 pounds for various meeting and event needs.

EQUAL OPPORTUNITY EMPLOYER

MCEA is committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment. All qualified applicants will be considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status.

APPLICATION PROCESS

Qualified applicants should send cover letter, résumé, and 3 writing samples to Dalbin Osorio, dosoria@mceanea.org Subject: Organizational Specialist, Political Action