



Regional Manager

Fulltime

Quincy, MA, US

Salary Range: \$175,000.00 To \$190,000.00 Annually

Who we are:

The Massachusetts Teachers Association (MTA) represents over 115,000 members and nearly 400 locals across the state and employs a full-time staff of over 150. Our members are public school teachers, faculty, professional staff, and education support professionals working at public schools, colleges, and universities. As a member-driven organization and the largest union in New England, our collective power makes MTA an influential voice for educators, students, and their communities. We are proud to be an advocate for social, racial, and economic justice and for a public education system that provides one of the cornerstones of a democratic society.

Major Responsibilities:

The Regional Manager supervises field and office staff in one or more regional offices and advances the priorities of the MTA and local affiliates in the areas of organizing and collective bargaining in order to fully engage the membership and maximize the power of the union. The Regional Manager is also responsible for developing and administering programs to promote and deliver the full range of MTA/NEA services to affiliated local associations and members.

Essential Job Functions:

- Supervises assigned personnel, conducts performance reviews, and makes employment related recommendations.
- Collaborates with F&O managers to develop a strategic vision and plan for strengthening locals and connecting rank and file members to the life of the union of regular contact with local affiliates to maintain continuous two-way communications.
- Develops and implements a program to continually assess the needs of local affiliates. Communicates membership service needs to the Director of Field & Organizing and coordinates direct delivery with field staff.
- Develops a plan for staff assignments to local associations for contract negotiations, contract maintenance, membership development, organizing, and the delivery of all MTA/NEA services.
- Reviews staff assignments on a regular basis to insure an equitable distribution of the workload among the staff.
- Fosters a team environment in the regional office. Provides direct assistance to regional office staff in times of crisis.
- Communicates needs for legal assistance to the General Counsel.
- Identifies potential members or membership problem areas and informs the Director of Field and Organizing.

- Assists in membership campaigns at the statewide and regional levels.
- Assists in the writing and dissemination of membership materials.
- Establishes positive relationships with civic and community leaders and works to build support for the Association and its members.
- Monitors expenditures within assigned Regional Offices and makes budgetary recommendations.
- Works cooperatively with the Division of Governmental Services to develop, coordinate and execute grassroots political action programs. Works cooperatively with all MTA Divisions to assist with the delivery of MTA/NEA services to the membership.
- Identifies the training needs of members and develops regional programs to address those needs.
- Identifies the training needs of field and support staff and works with the Director of Field and Organizing to address those needs.
- Assumes responsibility for special project assignments as determined by the Director of Field and Organizing.
- Oversees the maintenance of accurate information on locals within the region including local officers, status of contracts and membership enrollment.
- Maintains up to date knowledge of current labor relations practices, case finding, statutes and regulations.
- Carries out Association policies and personnel procedures.
- Assists in the development of and administers the regional budget.
- Serves as consultant to member and staff committees and represents the Association as required.
- Attends MTA Executive Committee meetings and Board of Directors meetings as required.
- Contributes to building a unified and powerful statewide union dedicated to social, racial, and economic justice
- Performs related functions as required.

Qualifications:

- Bachelor's Degree. Master's Degree preferred.
- Minimum of five years of experience in representing unions in public sector collective bargaining, organizing, and contract administration.
- Ability to develop and implement comprehensive organizing plans that include rank and file leadership development, data analysis, messaging, power analysis, and benchmarks and assessments
- Demonstrated willingness and ability to work in a positive, creative, and productive manner with staff and elected leaders in the development and implementation of programs and long-range plans.
- Understanding of the importance of political and community action as it relates to a state association and affiliates.
- Knowledge and support of democratized forms of bargaining, such as open bargaining and bargaining for the common good.

- Experience in organizing and a commitment and ability to work on the creation and implementation of strategic action programs through the Division of Field and Organizing, in concert with other divisions
- Understanding of key concepts and commitment to dismantling systems of oppression that create inequity by race, class, and gender
- Well-developed written and verbal skills; effective public speaker.
- Ability to effectively motivate and lead staff, elected leaders and members.
- Knowledge of the laws and regulations which relate to the membership, affiliates, and the MTA.
- Understanding of and commitment to a vision of a labor movement that advances social, racial, and economic justice and a common good agenda
- Willingness to accept responsibility and ability to make swift, sound decisions.
- Excellent interpersonal skills for facilitating decisions with individuals and diverse groups, and for mediating and resolving disputes between individuals and groups.
- Proficiency with MS Word, Excel, Access, PowerPoint, and e-mail systems.
- Willingness and ability to work long hours, nights and weekends, and travel statewide and nationally as required.
- Ability to respond to situations in various geographic locations on short notice. Personal automobile and Massachusetts Driver's license.
- Administrative experience preferred.

MTA reserves the right to waive any qualifications at its discretion

The MTA is an Equal Opportunity Employer.

We celebrate diversity and are committed to creating an inclusive environment for all staff.