



## **JOB ANNOUNCEMENT - APRIL 2021**

The Boston Teachers Union represents approximately 7,250+ teachers, paraprofessionals and substitutes in the Boston Public Schools, along with another 3,500 retired members. The BTU is seeking applicants for an Internal/External Organizer.

**Title:** BTU Organizer

**Reports to:** The BTU Director of Organizing

**Location:** Boston, Massachusetts

**Competitive Salary** starting at commensurate with experience, beginning at \$67k; plus benefits including health insurance, dental and eye-care, sick days, vacation days, car allowance

### **Organizing Responsibilities**

- Assists Director of Organizing in developing and implementing organizing campaign plans, focusing on developing member, student, and parent activists
- Build relationships with members one on one to identify and develop member leaders
- Support Building Reps, Faculty Senate Chairs, and Contract Action Team (CAT) leaders with orientation trainings, materials and needs
- Maintain information management systems for members and building reps
- Support schools to build Faculty Senates and school based action teams that move members to use collective action to solve school based issues
- Develop and execute grassroots strategies and campaigns to broaden and activate membership base
- Develop community engagement plans that help advance a shared quality agenda for good schools with community partners
- Develop trainings to provide members and allies with the skills to organize their school communities
- Increase participation in BTU organizing committees and member events
- Plan and execute BTU fall conference, winter conference and organizing institute
- Other duties as assigned

### **Primary Knowledge, Skills and Abilities:**

- Demonstrated skill as a community, labor and/or political organizer.
- Ability to assess and analyze complex political situations and respond appropriately.
- Experience in developing campaign plans to mobilize members or run issue campaigns
- Excellent verbal and written communication skills and effective interpersonal skills.
- Ability to accept criticism and challenge from individuals and groups, both within and outside of the bargaining unit.
- Understanding of the principles of union organizing and coalition building.
- Proficiency in Spanish or other languages a plus

### **Qualifications:**

- 2 – 5(+) years organizing experience
- Ability to work well in a team environment
- The ability to make and follow through on a work plan.
- Willingness to conduct house visits and worksite visits
- Strong writing skills
- Willingness to work long hours, including nights and weekends

- Valid driver's license and personal vehicle preferred
  - Strong listening, research and communication skills.
  - Familiarity with digital media tools, Microsoft Word, Excel etc.
  - Ability to work independently within the context of a plan.
  - Ability to meet deadlines in a high pressure environment.
  - Ability to handle multiple tasks and projects.
  - Demonstrated skill as a community, labor or political organizer.
  - Ability to assess and analyze complex political situations and respond appropriately.
  - Experience in developing campaign plans to mobilize members or run issue campaigns
  - Excellent verbal and written communication skills and effective interpersonal skills.
  - Ability to accept criticism and challenge from individuals and groups, both within and outside of the bargaining unit.
  - Ability to generate and prepare written fliers on issue campaigns and events
  - Understanding of the principles of union organizing and coalition building.
  - Experience in working with coalitions and the public education system.
  - Proficiency in Spanish or other languages a plus
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**To Apply:** Submit cover letter and resume to Khalida Smalls at [ksmalls@btu.org](mailto:ksmalls@btu.org); position open until filled. Applicants are encouraged to apply ASAP. A cover letter should include responses to the following questions:

- Why are you interested in this job?
- Why do you think you're a strong candidate?
- What is something you're excited about doing as a BTU organizer?