Field Director

AFSCME Maryland Council 3 represents over 50,000 workers who work in public service. AFSCME Maryland members keep our public universities and community colleges running, maintain our libraries and museums, care for the elderly, provide social services to those in need, represent defendants in court, work in correctional facilities, provide support in our schools, drive our school buses, and maintain our parks and roads. We organize in the workplace and fight for dignity, respect, and a fair standard of living for all public service workers in Maryland. We are the fastest growing public service union in Maryland.

AFSCME Maryland is recruiting a **Field Director** to join the union's leadership team. This position is based in the Baltimore office.

The Job:

- Co-directs the union's program on internal organizing, leadership recruitment and development, and representation.
- Supervises and trains new field representatives and leads in all aspects of the work.
- Provides direction for the day-to-day work of the field representatives.
- Participates in the strategic decision making of the Council.
- Conducts team meetings and individual meetings with staff to review and plan their work.
- Tracks outcomes on goals for New Employee Orientations, overall membership growth, and steward recruitment.
- Collaborates with chief negotiators on large-scale contract negotiations and participates in the development of contract campaigns.
- Oversees staff work on labor management committee tables and staff led contract negotiations.
- Leads and assists on developing issue campaigns, legislative campaigns, and other mobilization efforts.
- Collaborates with leadership team on staff assignments and priorities.
- Accountable to Council-wide membership, representation, leadership development, and mobilization goals.

What We Are Looking For:

- At least five years of successful organizing and representation work.
- Demonstrated ability to motivate, supervise, evaluate, and develop staff and member leaders and hold them accountable to goals.
- Ability to prioritize and plan the work.
- Experience negotiating contracts, representing members at the last step in the grievance process, and winning issue campaigns.
- Experience working in diverse communities and in a multi-cultural work environment. Sensitivity to and appreciation of ethnic and cultural differences required.
- Ability to establish and maintain effective work relationships with co-workers and members.
- Excellent oral and written communication skills.
- Proficient in Microsoft Office Suite programs.
- Ability to do some weekend and evening work and occasionally travel statewide.
- Reliable car and valid driver's license are a requirement.
- Bachelor's degree in related field or an equivalent combination of education and experience.
- Professionalism, diligence, and problem-solving orientation towards the work.

If you do not meet all the required qualifications, but believe this role is right for you, please apply, but be sure to highlight all experience that aligns with what we are looking for.

The salary range for this position is $88,160 – $133,300. Benefits include fully paid comprehensive single or family health insurance (medical, dental, prescription, and optical), car allowance, 3 weeks paid vacation, 15 paid holidays, 12 sick days, pension, 401k, life insurance, and staff union. Women and people of color are strongly encouraged to apply.

To apply, email a cover letter and resume to recruiting@afscmemd.org.