

AFSCME Maryland Council 3 – Field Manager – Internal Organizing and Strategic Campaigns

AFSCME Maryland Council 3 represents over 55,000 public service workers throughout Maryland in local, city, county, and state government as well as in higher education and the private sector who provide the valuable public services that our communities rely on. We organize in the workplace and fight for dignity, respect, and a fair standard of living for all public service workers.

We are currently seeking a Field Manager specializing in internal organizing and strategic priority campaigns.

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

The Job:

- Oversees staff skills-based development through staff training, one-on-one coaching, and the development of membership growth strategies.
- Directs and monitors staff activity to ensure internal membership goals and leadership development benchmarks are met.
- Devises and manages supporting programs including issue-based mobilization campaigns to execute council-wide strategic initiatives during contract negotiations and legislative sessions, and other priority campaigns.
- Works with the Education Specialist to research, write, and update curricula and materials for staff education programs, especially those that support member-leader identification, organizing, political action, NEOs, and other field-based skills.
- Reports back on assigned employer work groups, statewide boards, etc. on which AFSCME has a seat (either contractual or voluntary) and/or which AFSCME has a vested interest to ensure status reports are created and stored and that AFSCME is participating strategically and effectively.
- Prepares executive summaries, memos, and other written materials for the union leadership as directed.
- Represents the council at various state and national meetings and conferences.
- Accountable to Council-wide membership, leadership development, and mobilization goals.

What We Are Looking For:

- At least four years of successful organizing and internal organizing 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.
- Demonstrated success in one or more of the following: negotiating contracts, creating, and running trainings, representing members, policy work, 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 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.

The salary range for this position is \$91,688 – \$126, 918. 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, and life insurance. Women and people of color are strongly encouraged to apply.

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