



Legislative and Political Director Based in Baltimore, MD

AFSCME Maryland Council 3 represents over 55,000 workers who work in public service. Council 3 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, provide support in our schools, provide public safety for our communities, 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.

The Director is based in Baltimore and responsible for overseeing and managing legislative and political staff. The Director reports directly to the Executive Director.

The Job:

- Develops comprehensive legislative and political action programs and plans.
- Oversees political engagement and volunteer mobilization programs designed to build member participation and strengthen Council 3's legislative and political capacity.
- Monitors legislative and political developments, identifies emerging opportunities, and risks, and recommends appropriate strategies and actions to Council 3 leadership.
- Prepares the Council 3 legislative package that reflects the priorities of the Council.
- Oversees the Council 3 lobby program, including the development and delivery of member lobby training and legislative advocacy activities. This includes assisting with federal lobbying as needed.
- Provides staff support to the Executive Board, meetings, and events as assigned.
- May represent Council 3 in public policy, legislative, labor, and political coalitions and builds effective relationships with elected officials, community organizations, labor organizations, and other external partners.
- Works collaboratively across Council 3 departments to develop and implement strategies that advance the union's objectives and increase member engagement and political participation.
- Leads and manages Council 3's political endorsement process and develops recommendations for consideration.
- Attends fundraisers and candidate events. Makes recommendations on campaign contributions.
- Ensures compliance with federal, state, and local campaign finance laws, regulations, reporting requirements, and Council 3 policies.
- Ensures responsible stewardship of department resources in accordance with the approved budget and Council 3 policies.
- Coordinates Council 3's participation in AFSCME's federal PAC, the PEOPLE program, and works collaboratively across all areas of the union to increase PAC participation and maximize member engagement and financial support.

Required Qualifications:

- Demonstrated knowledge of the Maryland General Assembly, legislative process, and political environment.
- Demonstrated experience developing and executing legislative, political, lobbying, or advocacy strategies in a complex organization.
- Demonstrated ability to work effectively in a member-driven organization and navigate multiple stakeholders and governance structures.
- Demonstrated success in navigating politically sensitive issues, balancing competing organizational priorities, and providing strategic advice and recommendations to senior leadership.
- Demonstrated ability to present effectively to large groups and provide testimony before legislative committees, panels, and other legislative bodies.
- Experience developing, managing, and monitoring budgets.
- Demonstrated experience supervising staff, establishing performance expectations, providing feedback, and managing performance.
- Strong strategic planning, organizational, analytical, and problem solving skills.
- Excellent written and oral communication skills, including the ability to communicate complex legislative and political issues clearly and persuasively.
- Ability to establish and maintain effective working relationships with elected officials, legislative staff, member leaders, members, staff, coalition partners, and other organizations.
- Possess a valid driver's license, access to a reliable vehicle, automobile insurance, and the ability to travel as required.
- Willingness and ability to work extended and irregular hours, including evenings and weekends, particularly during legislative sessions, elections, endorsement activities, and other political events.
- Proficient in Microsoft Office Suite programs, Zoom, VAN, other campaign platforms, and social media platforms.

Compensation

The salary range is \$97,190 - \$138,569. Benefits include fully paid comprehensive single or family health insurance (medical, dental, prescription, and optical), car allowance, 3 weeks paid vacation, 16 paid holidays, 12 sick days, pension, 401k, and life insurance. This is a managerial position.

AFSCME Maryland Council 3 is an inclusive and diverse organization, committed to advocating for social, racial, and economic justice. We promote diversity and strongly encourage applications from people who believe in our mission. We strongly encourage women, people of color, and LGBTQ people to apply.

To Apply:

Send cover letter and résumé to recruiting@afscmemd.org.