



**Aurora Education Association  
Vacancy Announcement  
Developmental Organizer**

*(Temporary, grant funded bargaining unit position for 1 year)*

**Posting Date: November 14, 2022      Closing Date: November 28, 2022 (5:00pm MST)**

The Aurora Education Association is recruiting an experienced and qualified candidate who is passionate about elevating educator voices, building membership capacity, and organizing and building collective bargaining power to improve working and learning conditions for educators and students in Aurora Public Schools. The ideal candidate will be passionate about our mission, thrive on overcoming challenges and have the skills to develop and implement bold strategies.

The Developmental Organizer will collaborate with the Association President, Association staff, and other Association leaders. Building capacity and member engagement will be the main focus of this organizer position. This position is a twelve-month NEA grant funded bargaining unit position, with the possibility for extension dependent on further grant funding.

**Essential Qualifications for the Position:**

- Bachelor's degree.
- Demonstrated experience in successfully developing, implementing, and winning comprehensive organizing campaigns which have resulted in increased membership, leadership, and member engagement.
- Demonstrated use of sound professional judgment.
- Excellent oral, written, and interpersonal communications skills.
- Proven skills in organization, communication, collaboration, and interpersonal relationships.
- Proficiency in basic computer technologies, databases, and social media platforms.
- Ability to work collaboratively in a team environment.
- Conflict resolution skills.
- Understanding of membership-based organizations, especially unions.
- Ability to plan and manage campaigns.
- Ability to effectively manage multiple priorities and manage time and financial resources.
- Ability to work with minimum supervision.
- Willingness and ability to expand knowledge and skills in a rapidly changing environment.
- Willingness and ability to advocate for the membership and goals of the organization.
- Characteristics including initiative, self-direction, drive, flexibility, engagement, and a positive attitude with a solution-oriented focus.
- Ability to build and maintain effective working relationships with staff and leaders.
- Willingness and ability to drive and work long and/or irregular hours including some weekends.

### **Essential Qualifications for the Assignment:**

- Ability to write a comprehensive organizing campaign plan that demonstrates an understanding of campaign messaging, strategy, structure tests, and data analysis and to work with leaders to implement such a plan.
- Demonstrated experience in successfully developing, implementing, and winning comprehensive organizing campaigns that have resulted in increased membership, leadership, member engagement, and worker power.
- Demonstrated experience planning and implementing organizing blitzes including member/potential member list creation, development of organizing rap, assessment questions, tracking tools and follow-up plans.
- Demonstrated experience in organizing and leadership identification and development including skills in utilizing data for targeting organizing campaigns and experience with organizing conversations, assessments and moving people to action.
- Facilitation, training, and presentation skills including the ability to train leaders and members with the necessary skills and tools to recruit, retain and engage members and external partners.
- Demonstrated ability to have structured one-on-one organizing conversations, and ability to have between two and five one-on-one conversations weekly with members and leaders.
- Demonstrated experience with digital organizing tools, such as: Hustle, Signal, Thrutalk, VAN, MiniVAN, etc.

### **Desired Qualifications**

- Familiarity with community, public education and labor groups and coalitions in Aurora.
- Ability to demonstrate a basic understanding of, and advocacy regarding policies and strategies that impact public education professions and student learning.
- Familiarity with state and local laws, district and city policy/landscape, and willingness to research as needed.
- Experience organizing through one-on-one conversations, house visits, building visits, planning and implementing organizing tactics and strategies, including rallies, marches and other direct actions.

### **Job Responsibilities**

- Serve as an organizer in order to increase membership numbers and member engagement, community engagement, planning, leadership identification and development, and other capacity building efforts.
- Develop qualitative and quantitative reports related to assigned work.
- Provide strategic support and content for communications both internal and external, related to AEA organizing campaigns.
- Collaborate with chairs of both the Bargaining Support team and Organizing committee, provide input as needed.
- Participate in strategy development and coaching meetings with NEA partners as necessary.
- Perform other duties as assigned.

**Compensation and Benefits:**

This is a bargaining unit position with a salary range of \$ 65,000 to \$ 79,000 based upon prior experience. Fringe benefits include auto allowance; liberal vacation and sick leave; holidays; health, dental, disability, and life insurance; and 401(k) plan with employer contribution of 16.5%.

**Application Procedure**

To complete the application, go to this link: <https://form.jotform.com/223116580384050>

The cover letter that you will be asked to submit should be addressed to Hiring Manager at:

Aurora Education Association  
2851 S Parker Road Suite 690  
Aurora, Colorado 80014

Applications must be received at AEA by 5:00 PM (MST) on November 28, 2022

Interviews will be in person the week of December 5, 2022, at the AEA office.

The address for the Aurora Education Association is:  
2851 S Parker Road Suite 690  
Aurora, Colorado 80014

Remote interviews, via Zoom, will be arranged for out-of-town interviewees.

Potential Start Date may be January 3, 2023.

[www.auroraea.org](http://www.auroraea.org)