


 Search


Northside American Federation Of Teachers

**Full-time Chief of Staff / Lead Organizer
Based in San Antonio, TX**

JOB OPENING: Full-time Chief of Staff/Lead Organizer, Exempt/Salary

HOW TO APPLY: Please submit a résumé, cover letter, and at least three professional references, two of which must have supervised your work, to info@northsideaft.net

DEADLINE TO APPLY: End of Day, May 10, 2024

Northside AFT, representing the dedicated employees of Northside School District, is currently seeking a dynamic and committed individual to fill the role of **Chief of Staff/Lead Organizer** based in San Antonio, Texas. Reporting directly to the NAFT President, the Chief of Staff will play a pivotal role in advancing our mission to empower members and champion educational justice.

SUMMARY OF DUTIES AND RESPONSIBILITIES

- Collaborate closely with the President to strategize and execute initiatives aimed at increasing AFT membership and fortifying collective strength within the Northside community.
- Equip members with the skills and knowledge needed to effectively organize their peers and engage with stakeholders, including parents, guardians, and the wider community.
- Spearhead campaigns and develop actionable plans in tandem with members to uphold member rights and advocate for educational equity.
- Offer adept support in addressing individual and collective grievances, fostering conflict resolution, and navigating member concerns.
- Organize and Mobilize members for union-wide events and campaigns, coordinating school and one-on-one visits as required.
- Serve as a union representative for members at district meetings and HR proceedings, representing their interests with integrity and diligence. This includes representation for grievances.
- Work with the president to be a liaison between NAFT and district leadership, fostering constructive relationships to advance mutual goals.
- Provide leadership and guidance to NAFT staff, overseeing evaluations and facilitating organizer professional development.
- Lead daily or weekly meetings with staff to discuss progress and make plans.
- Occasionally attend member, district board, and other meetings and events as a proxy for the president. This will not include meetings to address union business, or to vote.
- Harness various organizing methodologies to amplify the union's presence and impact.
- Demonstrate unwavering dedication to cultivating a diverse and inclusive movement grounded in democratic principles.
- Communicate persuasively across written, verbal, and digital platforms, leveraging technology to enhance outreach efforts.
- Lead and contribute to training initiatives aimed at empowering members and staff alike.
- Ability to lift 20 pounds and transfer items to and from campuses and union office

QUALIFICATIONS

- Deep commitment to the mission and values of Northside AFT.
- Robust understanding of public sector unions and labor rights, with experience in non-collective bargaining contexts.
- Previous K-12 teaching experience is highly valued.
- Proficiency in calendar management and computer literacy, with database proficiency preferred; familiarity with G-Suite and Canva advantageous.
- Possession of a valid driver's license and reliable transportation with willingness to travel to various worksites.
- Flexibility to accommodate irregular and extended hours, including occasional travel with the President.
- Demonstrate ability to work autonomously, meet deadlines, and communicate effectively across diverse stakeholders.
- Bachelor's or Master's degree preferred.
- Prior experience in union organizing, team management, and media relations necessary.
- Comprehensive knowledge of the nuances of public education, particularly within the San Antonio area, advantageous.
- Fluency in Spanish, both conversational and written, highly desirable.

COMPENSATION

- Competitive salary to include stipends
- Retirement fund will be 10% of base pay starting after the first year of employment
- Health insurance package as governed and negotiated yearly by the Executive Board of Northside AFT
- COS/Lead Organizer will follow the Northside calendar/holiday schedule during the school year (to include 2 paid weeks for winter holidays, a paid week at Thanksgiving, and a paid week at Spring Break). The summer schedule will be determined by the NAFT President.
- Vacation days -10 days per year (up to 5 unused days may be rolled over to next year)

- Sick/discretionary days -10 days per year. (up to 5 unused days may be rolled over to next year)
- Bereavement leave for death of immediate family member- 3 days-if local, 5 days- if must travel outside the state of Texas

Benefits will begin after a 90-day probationary period. Health benefits to start on the first month from the date of employment

Northside AFT mandates a two-week written notice for resignations. Failure to provide such notice will result in forfeiture of accrued leave.

Equal opportunity employer. All qualified applicants are encouraged to apply.

WHEN APPLYING: Be sure to indicate that you saw this information at [UNIONJOBS.COM](https://unionjobs.com).

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