



Hillsborough Classroom Teachers Association

3102 N. Habana Avenue, Tampa, FL 33607 | 813-238-7902 (T) 813-237-4541 (F) | www.hillsboroughcta.org

Vacancy Announcement – Organizing Specialist

Classification: Professional B – Hillsborough Staff Organization Bargaining Unit

Location: Hillsborough CTA Office – Tampa, Florida

Reports to: Executive Director

FLSA Status: Exempt

Summary

The Organizing Specialist supports Hillsborough CTA’s strategic objective of building member power at the worksite and in the community through identification and development of worksite leaders, assisting worksite leaders in organizing and mobilizing members at sites, and providing training and support to leaders and members in building and maintaining strong democratic union cultures at worksites.

Responsibilities

- Conduct regular site visits to engage members and building representatives in one-on-one, small group, and large group settings to facilitate collective action around worksite issues and advance union objectives.
- Develop and implement plans to identify, recruit, train, and support building representatives and rank-and-file leaders among the membership.
- Develop and facilitate training for building representatives and other rank-and-file leaders in skills and habits for effective union leadership.
- Develop and implement campaigns to maintain and grow membership at worksites.
- Work with union leaders to identify subjects for issue organizing campaigns.
- Develop and implement plans to build sustainable “action ready” member-to-member mobilization around worksite issues, including mass job actions and community engagement.
- Respond to non-union worker inquiries about forming or joining a union; assess potential organizing targets; build and support organizing committees where viable.
- Contribute to assessment and maintenance of data regarding members’ interests, expertise, and other information relevant to union objectives.
- Assist union leaders in building relationships with parent, student, and other community groups.
- Work in conjunction with other HCTA staff as needed to carry out responsibilities.
- Perform other duties incidental to the position as assigned by the Executive Director.

Qualifications

- A Bachelor's degree in education, labor relations, or other relevant field is required. Four years of experience as an active union leader or staff may substitute for this requirement in extraordinary circumstances.
- At least two years of professional full-time experience as a labor organizer is preferred.
- At least two years of experience as a rank-and-file worksite union leader is preferred.
- A valid driver's license and reliable transportation are required.
- Proficiency with Microsoft Word, Excel, Outlook, and PowerPoint is required.
- Strong English-language written and oral communication skills are required.
- Strong Spanish-language written and oral communication skills are preferred.
- Knowledge of issues in public education and public education unionism is required.
- Familiarity with techniques and best practices in labor organizing is required.
- Experience with negotiation and enforcement of collective bargaining agreements is preferred.
- Experience developing and implementing campaigns to increase membership, mobilize around issues, and identify and develop union leaders is highly preferred.
- Experience coordinating mass job actions and leading or building new union organizing campaigns is preferred.

Compensation and Benefits

- The base salary for this position is \$65,245. Salary at hire is based on previous relevant experience consistent with the HCTA-HSO Collective Bargaining Agreement.
- Comprehensive employer-paid insurance package (medical, prescription, dental, vision, life, AD&D, and short/long-term disability).
- Employer-paid defined benefit (pension) and defined contribution (401(k)) plans.
- Generous holiday, sick leave, vacation leave, and paid parental leave policies.
- \$10,000 expense allowance for relocation to Hillsborough County.

About Us

The Hillsborough Classroom Teachers Association (HCTA) is the exclusive collective bargaining agent for a diverse group of approximately 19,000 Instructional and Education Support Personnel employed by the School District of Hillsborough County (SDHC). SDHC is the 7th largest school district in the country; HCTA-represented employees work at over 240 school and administrative office sites throughout Hillsborough County.

Application

Interested individuals should send a cover letter, resume, three professional references, and a portfolio of work product demonstrating the ability to perform the duties and responsibilities of this position to HCTA Executive Director Brittni Wegmann via e-mail at Brittni.Wegmann@floridaea.org. This position will be open until filled. Candidates who apply before September 22, 2023 will receive preferential treatment. Please contact HCTA's office at 813-238-7902 or Brittni.Wegmann@floridaea.org to request an accommodation during the application process.