

Statewide Field Director SEIU Local 2015 Job Description

Purpose:

SEIU Local 2015 believes that its members and leaders are the center of our power critical to the change necessary to improve California communities and the lives of workers. To this end, the Internal Field Director, is central to the execution of Local 2015's mission, vision, and core strategies.

Position Summary:

The Statewide Field Director (SFD) of SEIU Local 2015 oversees member-related organizing and representational activities. As part of the Executive Leadership Team, the Director collaborates in the overall development and implementation of the strategic organizational plan for SEIU Local 2015.

Essential Job Functions:

- 1- Oversees Regional Directors and their staffs in developing the leadership of the organization including the design and implementation of organizing or political campaigns to build organizational leadership identification, recruitment, development, and training.
- 2- Drive the Local 2015 strategies/program in the field across the state with the desired outcomes in clear focus
- 3- In partnership with the Organizing Director and Regional Directors, the SFD develops specific organizing campaigns for represented and unrepresented workers in the LTC jurisdiction.
- 4- Develops uniform standards for review and evaluation of campaigns.
- 5- Develops industry specific action-based campaigns addressing local and union-wide issues.
- 6- Coordinates with industry bargainers and develops a collective bargaining strategy appropriate for each instance to achieve more uniform contracts terms and expiration dates in all Local 2015 industries (IHSS, NH, and Private Agency).
- 7- Develops and coordinates all membership-based legislative activity with other appropriate staff that relates to long term care policy issues.
- 8- Develops recommended budgets, allocates resources effectively and plans and implements program activities as appropriate.
- 9- Mentor, Coach, and develop the strategic and critical thinking of Regional Directors

10- Act as internal agent of change, consistently challenging supervisors, leaders and staff to innovate in their current work to expand the local's capacity to win on behalf of the members.

11- Embrace, support and promote the organizations' core values, beliefs and culture including: maintain high ethical standards; training, developing, nurturing and mentoring all staff members; and encouraging team work and participation by all staff and members.

12- Identify learning opportunities, trainings and other staff development needs of supervisory staff and their teams.

13- Represent Local2015 at various SEIU and other organizational functions as requested.

14- Evaluate and make recommendations for development of staff, promotions of existing staff or hiring for new recruits.

15- Problem solve and address the work-related concerns of subordinate staff;

16- Cover for Member Strength Regional Directors vacations and trouble shooting difficult situations and projects, as needed;
a. Other duties as assigned.

Qualifications:

- Advanced leadership skills in areas of collective bargaining, training, communication, facilitation, strategic analysis and planning, development and team building.
- Work effectively with members and staff from diverse ethnic, social and economic groups
- Exercise excellent judgment while working under extreme pressure
- Establish and uphold organizational priorities and standards
- Manage leadership of multiple teams in multiple/large geographic areas
- Develop, mentor and hold member leaders and staff accountable to expectations
- Work effectively as part of senior leadership team.
- Directors may be required to work long and irregular hours, and to work on weekends and holidays when necessary.
- Bilingual skills preferred.
- Willingness to work long and irregular hours, often including nights and weekends.
- A strong commitment to building a progressive labor movement through organizing the unorganized.
- 10+ years of experience in union or community organizing and representation leading a team of at least four or more staff.
- 10+ years more of supervisory experience
- 10+ years of advocacy and/or organizing work
- Proven ability to develop effective strategies and lead teams in variety of assignments

- Proven ability to work with people of diverse backgrounds and cultures
- Proven ability to provide effective leadership
- Experience working as part of a team highly desirable.
- Must possess a valid California driver's license, auto insurance that covers business driving, and an automobile for business use.

Physical Requirements: Work is generally performed in the field with members and outside constituents. Long and irregular hours required. Travel required.

Scope and Nature of Supervision:

The Internal Field Director reports directly to the Officers and/or Chief of Staff. Supervision and direction may change depending on the focus of work.

To Apply For This Position

Mail, e-mail or fax a detailed resume, cover letter, a one-page writing sample and the name, job title, address, and phone number of three professional references to:

E-mail:

fielddirectorjob@seiu2015.org

In subject of email: Position Title of Position you are applying for

Mail:

SEIU Local 2015
c/o Human Resources
2910 Beverly Blvd.
Los Angeles, CA 90057

Fax:

(877) 396-2163
Attn: Human Resources