

## East Baton Rouge Parish Association of Educators Seeks Lead Organizer

*East Baton Rouge Parish, Louisiana*

### About the Organization

Public schools are not only the centers of safety and learning for our young people, but they also shape the social and economic conditions of our communities. Leaders in the Louisiana Association of Educators (LAE) know how deeply connected we all are, and we are committed to building a movement that not only defends and transforms our schools, but also wins real improvements in the lives of educators, our students, their parents, and our communities. We are all in this together, and organizing together, we can win the schools our students deserve.



To increase our ability to organize, LAE is seeking a Lead Organizer for the East Baton Rouge Parish Association of Educators (EBRPAE), a participating local in the National Education Association's Community Schools Institute. The Lead Organizer will be responsible for helping the local build and strengthen leadership teams, set concrete goals, develop and implement work plans to achieve them, and chart progress and make strategic adjustments when necessary. The primary work of the Lead Organizer is to strengthen the local's structure for member recruitment, engagement and leadership development. The secondary work of the Lead Organizer is to help the local build strong alliances with parents and community organizations. We are looking for people with the passion, skills, and patience to push forward organizing and leadership development in EBRPAE.

**The Lead Organizer contract will last from January 2023 to December 2023 for 40 hours a week. The salary range is \$50,000 - \$60,000 with benefits.** This position is listed as a Special Assignment Employee(s) as defined in the LAE Staff Collective Bargaining Agreement (CBA). The Lead Organizer is not eligible to participate in the CBA and shall not be considered a regular employee of LAE.

The Lead Organizer will receive supervision from Louisiana Association of Educators (LAE) Executive Director and/or her designee through regular video calls, email reports, training, and meetings. Additional support will be discussed on an as-needed basis.

If you care about the future of public schools, feel excited about improving your community, and believe that a strong rank-and-file led educators' union is necessary to get us there, please apply.

### Qualifications/ Requirements:

- At least 3 years of experience in leading organizing efforts that have included: planning, facilitation and evaluation meetings, leadership identification/development, mass communications, development of vision/strategy/work plans, and assessment of progress and growth.
- Experience with coaching/supervising/support for volunteers and member-leaders
- Working knowledge of, and/or commitment to learning how to use the VAN database and other data and communications tools like Facebook, Action Network, Every Action, VAN, Hustle, etc.
- Experience recruiting members, developing leaders, and building teams
- Self-starter, able to work with minimal (and distance) supervision
- Excellent organizational and communication skills
- Highly motivated, energetic, and dedicated
- Must have transportation, computer, smart phone, email access, and internet access
- Must be willing to travel around community as conditions require, use own car, and work out of home
- Must be willing to work nights and weekends





## Responsibilities:

- Work with EBRPAE, LAE, and NEA staff to shape our overall strategy and method for rebuilding the activity and strength of the local
- Support and coaching for member-leaders and site representatives
- Coordinate member to member phone banks including writing scripts, training, support, and ongoing data management
- Coordinate accessible educational opportunities for members and non-members on the Community School model, the privatization threat, labor organizing, and the need to build labor-community coalitions for educational justice
- Develop and implement local growth plan that includes: increased consistency and structure of engagement and communication, membership recruitment and leadership development, organizing that wins concrete improvements in the lives of students, families and staff, and team building
- Participate in weekly planning and debriefing meetings, and periodic training, with other LAE and NEA staff and leadership
- Meet with project leads each week to discuss overall strategy, progress on goals, work plans, and resource coordination
- Coordinate the collection and sharing of strategic data between EBRPAE and LAE staff and leadership to streamline our work and maximize the potential of our engagements
- Prepare and submit regular, end-of-project, and ad hoc reports as requested
- Other duties as assigned.

*To Apply: Send an email to Naila C. Holmes at [nholmes@lae.org](mailto:nholmes@lae.org). The email should include a brief cover letter, resume, and contact information for 3 references. **Applications are due on November 28, 2022 by 5:00 P.M.***

