

## NOTICE OF POSTED VACANCY

**AFSCME COUNCIL 93**  
**SENIOR STAFF REPRESENTATIVE/ ORGANIZER**  
**Salary Range: \$74,793.89 - \$108,323.85**  
**Salary commensurate with experience**  
**Massachusetts**

**DESCRIPTION:** Provide technical services and representation functions. Works under the direction of the Field Services Director internally organizing existing or externally organizing new units and/or servicing a variety of local unions.

**REQUIREMENTS:**

- Ability in handling grievances
- Ability to negotiate agreements/settlements effectively
- Ability to speak effectively and to deal tactfully with the public
- Ability to establish and maintain effective work relationships
- Ability to understand general instructions and to convey instructions to others
- Ability to respond to deadlines and to changing priorities
- Ability to analyze research data and make logical conclusions
- Ability to conduct research and gather information to evaluate targets
- Ability to develop organizing lists and implement organizing strategies
- Ability to plan, organize and coordinate work activities
- Ability to prepare reports
- Ability to lead, train and coordinate volunteer member organizers, organizing committee members, local leaders and other staff members
- Knowledge of applicable State Public Sector Labor Laws
- Knowledge of union organizing practices and principles and thorough knowledge of labor laws, union elections, NLRB and labor board practices
- Knowledge of anti-union employer tactics
- Possess good leadership and motivational skills and exhibits good oral and written communications skills, including “one-on-one” interpersonal communications
- Travel and extended work hours may be required
- Skilled in the use of personal computers and other technological tools, including any associated software
- Valid Driver’s License and Automobile

**DESIRED TRAINING AND EXPERIENCE:**

- High School Diploma or equivalent
- One (1) to three (3) years’ experience in union organizing/servicing
- A combination of education and/or experience

AFSCME Council 93 is an equal opportunity employer, and, as such, does not discriminate against any employee or applicant on the basis of race, creed, color, age, sex, national origin, marital status, sexual orientation, gender identity, religious affiliation, disability, or any other classification protected from discrimination under applicable law.

Interested individuals should send a resume and cover letter to Executive Assistant Anna Owen via email at [resume@afscme93.org](mailto:resume@afscme93.org).

Posting Date: March 10, 2025

Closing Date: Until Filled