The American Association of University Professors (AAUP) is pleased to announce a Western Lead Organizer position to be filled as soon as possible. This is an exciting opportunity at a critically important time in the AAUP, the academy, and the US labor movement. The Western Lead Organizer will play a vital role in identifying and implementing new collective bargaining campaigns as well as internal organizing campaigns with existing units; defining key issues; increasing the diversity of our membership; creating and sustaining coalitions; mobilizing members; and winning increased freedoms and protections for faculty, academic professionals, and graduate student employees. The lead organizer will ideally be based in Nevada and will travel widely across the region, working under the direction of AAUP’s Director of Organizing. We invite you to join us in our critical work organizing academic workers to defend and promote academic freedom, shared governance, due process, and the economic security of the profession.

Duties and Responsibilities
The Western Lead Organizer will play a key role in developing and executing the regional organizing plan, with a focus on organizing new collective bargaining chapters, assisting our existing collective bargaining chapters with internal organizing campaigns, and building advocacy membership in the region. The position will include the following responsibilities:

- Serving as the AAUP’s regional lead on new collective bargaining campaigns, including developing and implementing campus organizing plans in keeping with the goals and objectives identified in the regional and national plans.
- Developing and implementing contract and other issues campaigns at our collective bargaining chapters/local unions. This may include on-the-ground work to recruit and train contract action teams.
- Developing and implementing internal organizing campaigns, especially in right-to-work states.
- Developing and implementing advocacy organizing campaigns at non-union campuses.
- Working collaboratively with AAUP’s union partners on joint organizing campaign plans.
- Supporting AAUP chapters and state conferences in the region and helping develop and mentor diverse and talented grassroots leadership that can run effective issues-based campaigns, build membership, and increase the influence of our members on their campuses and in their states.
- Representing the Association before other faculty organizations, college and university bodies, and other unions and professional associations.
- Coordinating with Association leaders and staff on specific projects and long-range planning, including responsibility for planning content for campus, regional, and national training events.
- Other duties as assigned.

Qualifications
- Five or more years of experience working for labor unions required. Experience with white-collar unions preferred.
- Demonstrated ability with successfully developing and implementing comprehensive internal and/or external union organizing plans, including organizing timelines, benchmarks, and milestones.
- Demonstrated experience working with leaders and members from national, state-level, or local affiliates to build strong organizing structures.
- Demonstrated expertise with organizing databases.
Knowledge of higher education preferred.
Experience and demonstrated ability to work with professional groups and individuals.
Superior written and oral communication skills and computer proficiency skills—including working familiarity with MS Office suite.
Ability to work independently within the context of a national strategic plan.
Valid driver’s license and a willingness to travel regionally and nationally, sometimes on long-term assignment. A willingness to live in the Las Vegas or Reno, NV areas is preferred.
Willingness to work evening and weekend hours, as required.
Associate degree required; bachelor’s and/or advanced degree preferred.

Compensation
Salary range: Starting salary of $80,000 for required qualifications; higher salary for preferred qualifications and experience. Generous benefits package, including health insurance and 401(K).

Position Classification
This position is designated as a senior program officer in the Department of Organizing and is part of the staff union bargaining unit. This is an exempt position and not eligible for overtime pay.

To Apply
To apply, email a resume with cover letter to podos@aaup.org. Please include “Western Lead Organizer – YOUR NAME” in the subject line of the email. You may also mail your resume and cover letter to AAUP, ATTN: Western Lead Organizer Search, 1133 Nineteenth Street, NW, Suite 200, Washington, DC 20036. No phone calls please. Review of applications will begin immediately and continue until position is filled.

The AAUP is an equal opportunity employer and does not discriminate on the basis of age, sex, disability, race, color, religion, national origin, marital status, gender identity or expression, sexual orientation, personal appearance, family responsibilities, genetic information, matriculation, political affiliation, or other characteristics unrelated to professional performance.

Women and minorities are encouraged to apply.