Colorado Education Association
Vacancy Announcement
FIELD MANAGER

Posting Date:  May 10, 2022
Extended Closing Date:  May 30, 2022 (5pm MST)

The Colorado Education Association is recruiting experienced and qualified candidates who are passionate about helping elevate educator voices and building organizing power to win policies that improve working and learning conditions for educators and students. The ideal candidate will be deeply committed to our mission, thrive on finding ways to overcome challenges and enjoy working to translate bold vision into successful programs. This role requires someone who is a strategic thinker, engages effectively with staff, and can foster effective communication and information sharing.

The Field Manager provides strategic direction for the state's largest union in the areas of member organizing, bargaining, professional practice, and member advocacy. This position is responsible for coordinating across departments and working with staff and leaders to develop comprehensive plans to achieve local, regional, and state goals. The Field Manager will work with a dynamic team of organizers, field staff, professional learning staff and program assistants, and coordinate with members and leaders to achieve the goals of the organization.

The Colorado Education Association is committed to creating a diverse environment and is proud to be an equal opportunity employer. CEA will consider all qualified applicants without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, or age.

This position is currently hybrid environment (telework and in-person) and based in Denver.

WHAT YOU’LL DO

● Plan, lead, and coordinate CEA’s bargaining, organizing, and professional learning programs within a given geography. You will work with staff and governance to develop programs and strategies to advance the goals of the professional learning and organizing programs to build the power of the union.
● Lead and manage a dynamic team of staff with diverse skill sets and job responsibilities and contribute to the organizational vision, culture, and strategy.
● Serve as a strategic partner to local and state governance leaders providing training, leadership development, and strategic support.

Qualifications Required
● Minimum of 3 years of experience supervising, managing, or leading teams of union or community organizing staff.
● Minimum of 3 years of experience developing and implementing comprehensive union or community organizing campaigns and working with teams to meet organizing goals.
● Minimum of 2 years of experience leading campaigns to organize unorganized workers to form a union and negotiate a first contract.
● General understanding and knowledge of the critical issues and problems facing public schools and education professions in Colorado. First-hand experience in K12 education is a plus.
● Demonstrated experience with union negotiations and advocacy (ideally both traditional and interest-based) and meet and confer strategies; familiarity with bargaining for the common good strategies; strike experience is encouraged.
● Demonstrated ability to coach and develop individuals and teams to successfully work together to achieve organizational goals; ability to motivate others, share vision and energy.
• Demonstrated experience with creative and “out of the box” thinking in campaign and program development.
• Demonstrated experience with developing organizational programs to successfully identify, recruit, and develop leaders.
• Proven commitment to social, racial and economic justice and improving the lives of working people.
• Demonstrated experience in conflict resolution, including skills to initiate problem solving, and experience in facilitating and mediating difficult and sometimes controversial situations.
• Excellent written and oral communication skills.
• Strong facilitation, training, and coalition building skills.
• Experience developing and managing program budgets.
• An applicable BA or BS Degree.
• Ability to obtain and maintain a valid Colorado driver's license and automobile liability insurance.
• Ability to travel frequently and to work long and irregular hours.

Responsibilities
• Plan, lead, and coordinate CEA’s bargaining, organizing, and professional learning programs within a given geography.
• Translate the vision of governance and leaders into effective programs.
• Support and advance the CEA mission, goals, and strategic priorities; collaborate with other management and center staff to ensure alignment, focus, and coordination of program work.
• Supervise, manage, evaluate, and develop state option UniServ Directors, Program Assistants, zone organizers and the Director of Professional Practice within a given geography.
• Train and mentor leaders and staff in capacity building, leadership development, and organizing strategies.
• Focus on problem solving and overcoming challenges and barriers to achieve organizational goals.
• Collaborate with the management team, staff, and governance leaders to prepare and manage an annual program budget for relevant program work and state option units.
• Work with staff, management, and governance to promote a collaborative and positive workplace culture.
• Regularly visit field offices to support capacity-building efforts in local affiliates and to establish relationships with field staff and leaders.
• Coordinate and lead Teaching and Learning staff to develop departmental strategy and implement the strategic plan in coordination with other program teams. Ensure that all plans include organizing and advocacy around professional issues.
• Oversee NEA and other grant monies that are acquired to support UniServ and organizing programs.
• Maintain a comprehensive working knowledge of CEA and NEA programs and services available to local affiliates including teaching and learning, communications, research, organizing, bargaining, legislation and political action.
• Stay up to date with legislative and state board of education activities as it relates to CEA priorities and work with your team on a strategy to ensure educator voice is included at every level.
• Analyze relevant membership data to inform decisions and strategy development.
• Other duties as assigned by the Executive Director.

Compensation and Benefits
This is an exempt, confidential position with a salary range of $130,000 - $145,000 based upon prior experience and qualifications. A fringe benefits package is provided including health, dental, vision, life insurance, 401(k) plan, and paid sick, personal, and vacation leave.

Application Procedure
To complete an application, please visit https://form.jotform.com/221294559969171

Applications must be received at CEA by 5:00 PM on May 30, 2022.