About Us

Connecticut Education Association is a dedicated educators’ labor union whose mission is to champion for educators, students, and public schools. We have been a leading voice for teacher professionalism and school improvement since we were formed in 1848.

The Connecticut Education Association (CEA) is seeking applicants for the position of UniServ Representative/Training and Organizational Development Specialist (Labor Organizer).

CEA desires an individual who possesses sound union organizing and project management skills, works well in a team environment, and monitors and addresses the needs of the members they serve. The ideal candidate will be creative, flexible and enjoy performing a wide variety of tasks.

The UniServ Representative/Training and Organizational Development Specialist has primary responsibility for the design and/or implementation of training and organizing initiatives to enhance organizational effectiveness and to sustain the membership base.

Duties and Responsibilities

- Analyze training needs to develop training programs as needed.
- Partner/collaborate with departmental and cross-departmental staff to design and implement trainings.
- Develop, coordinate and/or conduct various trainings for CEA members, staff, and governance.
- Work in a collegial manner and partner/collaborate with other members of Affiliate Services and Member Training and other departments.
- Develop, coordinate, and/or assist in the implementation of CEA member engagement activities.
• Develop, coordinate, and/or assist in the implementation of political action campaigns and the legislative lobbying program.

• Develop, coordinate, and/or assist in the implementation of organizing campaigns and coalition building.
• Assist CEA and local affiliates in building a strong internal organizing structure and culture within the UniServ Region.
• Develop, coordinate and/or assist with collaborating with and serving as a resource to leaders, members, and staff in the planning and implementation of regional and local capacity-building including internal organizing, new unit organizing, issue organizing, membership sign-up and retention, leadership identification and development, power mapping, engaging marginalized constituencies, and advancing a common good agenda.
• Partner with field staff and locals to establish robust systems for membership sign-up, new hire orientation, building/campus communication networks based on 1:1 contact, and collection and tracking of data to connect members to the life of the union.
• Serve as a resource to assist in the area of collective bargaining and member service, when necessary, as determined by the Director of Affiliate Services and Member Training.
• Fulfill other duties as assigned.

**Required Knowledge, Skills and Attributes**
- Knowledge of the Association’s mission, goals, strategic objectives, programs, structure and priorities.
- Knowledge and experience in adult learning processes and instructional design.
- Knowledge and skills in the art and science of organizing and capacity building.
- Knowledge and experience in organizational development.
- Knowledge and experience in offering field-based training in a variety of professional development areas.
- Knowledge and experience in consensus building principles and processes.
- A strong background in teacher advocacy.
- Knowledge and experience as an effective facilitator in a variety of work situations.
- Effective skills in oral and written communication.
- Ability to establish and maintain positive teamwork relationships.

**Educational Requirements**
- Bachelor’s Degree

**Person to Whom This Manager Reports**
- Directors of Affiliate Services & Member Training

**Pay and Benefits**
The salary range is $112,000 to $168,803 annually determined by experience. We also offer medical, dental and vision plans, a retirement plan, and paid holidays, vacation days, personal days and sick time.
Equal Opportunity

Connecticut Education Association is an equal opportunity employer and we are committed to fostering an organizational culture of diversity and inclusion. Women, minorities, people of color, members of the LGBTQ+ community, and people with disabilities are strongly encouraged to apply.

Applications
Interested candidates should submit a letter of interest, résumé and complete contact information via email to Jennifer Green at JenniferG@cea.org no later than July 19, 2023.