

PROFESSIONAL STAFF CONGRESS (PSC), AFT LOCAL 2334
Job Posting: Director of Organizing

The Professional Staff Congress, AFT Local 2334, is a progressive, activist union representing 30,000 faculty and staff at the City University of New York. The PSC is seeking to hire an experienced individual to supervise organizing staff, to oversee internal organizing campaigns, and to direct membership growth and mobilization. This is a professional, unionized position.

Responsibilities:

- Supervise and train organizing staff in carrying out union goals for organization-building, contract campaigns, membership density improvement, and community outreach;
- Manage organizing staff performance, assign responsibilities, develop work plans, and maintain regular check-in meetings;
- Oversee implementation of the PSC's organizing agenda on CUNY campuses, including meetings, trainings, rallies, and other member-led actions;
- Direct the PSC's efforts to develop and strengthen union chapters and promote leadership development;
- Participate in strategic planning with union leadership, assisting in developing long-term goals, strategic vision, and tracking implementation of organizing goals, including reporting on metrics of success;
- Develop and implement a membership outreach program to bolster membership density and report regularly on progress to union leadership;
- Participate in cross-departmental collaboration to further union initiatives and priorities;
- Oversee logistics for union events, including helping to determine staffing plans, materials, efforts to boost member turnout, and other practical considerations;
- Support coalition-building with other labor unions and with other organizations;
- Perform other duties as assigned.

Required Qualifications:

- At least 7 to 10 years of full-time labor organizing experience, with at least 5 years in a supervisory role,
- A proven record of success in managing internal organizing, including contract campaigns and membership drives,
- Strong ability to provide effective leadership, coaching, and performance management to a team of union organizers,
- Experience designing campaigns, developing strategic plans, and providing input to union leadership,
- Experience leading cross-functional teams and supporting inter-departmental collaboration,
- Exemplary writing, organizational, and project management skills,

- Familiarity with technical tools such as bulk email, phone and text banking platforms, and CRMs/membership databases,
- Demonstrable commitment to progressive trade unionism and experience working within a wide variety of coalitions, including the ability to navigate differences of political opinion.

Preferred Qualifications:

- Experience with public sector labor organizing, especially the unique challenges posed by New York State law,
- Familiarity with higher education and the challenges academic workers face,
- Familiarity with the City University of New York and the New York City labor movement,
- Data analysis, visualization, and database management tools, e.g. SQL, Tableau, PowerBI, etc.
- Experience with CBA negotiation strategy, contract enforcement, and/or political advocacy is a plus.

Education Requirements:

- Baccalaureate in a relevant field required, graduate degree a plus.

Compensation and benefits: The annual salary range for this position is \$112,000 -- \$125,000, depending on experience. The PSC offers a competitive package with excellent benefits, including family medical and dental coverage, a pension, and generous paid time off.

Schedule: Primarily in person

How to apply: Please send an up-to-date resume, cover letter expressing your interest in the position, and three professional references (which must include at least two from a direct supervisor) via email to: careers@pscmail.org.

The deadline to apply is Friday, August 29, 2025, unless the position is filled before then, as the PSC will interview qualified candidates on a rolling basis. If you are excited by this role and feel that you can contribute to our organization, but your experience does not exactly align with every qualification listed above, we encourage you to apply.

The PSC is committed to creating a diverse environment and strives to achieve equity for all as we work towards economic, racial, and social justice. We particularly encourage women, people of color, people with disabilities, LGBTQIA+, and working-class individuals to apply.

**25 Broadway, 15th Floor
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