

# PROFESSIONAL STAFF CONGRESS/CUNY

## ANNOUNCEMENT OF VACANCY & JOB DESCRIPTION

**Position Title:** Organizer

**Department:** Organizing

**Reports To:** Director of Organizing

**Employment Type:** Full-Time

**Location:** New York City

**Union Representation:** Staff Union Position (One-Year Probationary Period)

### POSITION OVERVIEW

The **Professional Staff Congress/CUNY (PSC)**, AFT Local 2334, AAUP, represents 30,000 faculty and staff at the City University of New York. PSC is a progressive, activist union committed to advancing the professional lives of its members, strengthening their rights and working conditions, and protecting the mission of CUNY as a public institution.

PSC seeks a full-time **Organizer** based in New York City to help build union power through membership growth, leadership development, and campus-based campaigns. The position reports to the Director of Organizing and is represented by a staff union with a one-year probationary period. The Organizer will primarily work on campuses and maintain regular meetings with the Director.

### ESSENTIAL DUTIES

- Engage and organize members across CUNY campuses through one-on-one outreach and promoting active participation in issue-based campaigns.
- Increase union membership by conducting outreach to non-members and signing them up to join the union.
- Build and support campus-based organizing committees and recruit new member-leaders.
- Mobilize members for union actions, rallies, contract campaigns, and advocacy efforts.
- Recruit, mobilize, and participate with members in direct actions including protests and rallies to support Union and justice movement campaigns.
- Coordinate with other PSC departments to align organizing efforts with contract enforcement, political action, and communications.
- Develop and implement training sessions and labor education programs for activists and leaders.
- Maintain organizing records, database updates, and assessments for departmental reporting.
- Participate in regular department and staff meetings and contribute to collective planning.
- Foster a positive, collaborative, and inclusive workplace culture.

## **KEY RESPONSIBILITIES**

- Staff chapter, committee, and Delegate Assembly meetings; ensure communication and follow-up with members.
- Recruit and support member-volunteers to strengthen chapter structures and campus activist networks.
- Conduct Vote-COPE outreach to enhance political and legislative engagement.
- Support strategic campaigns for both internal and new organizing drives, including data tracking and progress evaluation.
- Map physical worksites, identify organizing opportunities, and assess member concerns.
- Create and distribute communications such as flyers, meeting notices, and digital updates to members.
- Participate in text and phone banking to inform and mobilize members around key issues.
- Perform additional duties as assigned by the Director of Organizing.

## **REQUIRED QUALIFICATIONS**

- Demonstrated experience with union or community organizing and member outreach.
- Strong interpersonal, communication, and relationship-building skills.
- Ability to conduct one-on-one conversations, navigate difficult discussions, and motivate participation.
- Proven ability to work independently, set goals, and develop strategic organizing plans.
- Commitment to progressive trade unionism and collective action.
- Excellent writing, public speaking, and facilitation skills.
- Competence with organizing databases and related technology.
- Attention to detail, adaptability, and willingness to learn.
- Flexibility to work evenings and weekends as campaigns require.

## **PREFERRED QUALIFICATIONS**

- Experience in public sector or higher education union settings.
- Experience organizing professional employees or contingent academic workers.
- Familiarity with collective bargaining, contract enforcement, and external organizing campaigns.

## **Compensation and benefits:**

The annual salary range for this position is \$69,000 to \$84,000, depending on experience. The PSC offers a competitive package with excellent benefits, including health insurance, a pension, and generous paid time off.

**How to apply:**

Please submit an up-to-date resume, cover letter expressing your interest in the position, and three professional references (which must include at least one from a direct supervisor) via [Idealist](#). Please do NOT use generative AI to assist you in the writing of your materials; use of generative AI to do so will disqualify you from consideration.

The application deadline is April 13, 2026 or until the position is filled. The PSC will interview qualified candidates on a rolling basis until the position is filled.

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.

**PSC-CUNY is an equal opportunity employer committed to diversity, equity, and inclusion in the workplace.**