



## UniServ Director

### Job Posting

### Northern Colorado UniServ Unit (NCUU)

The Northern Colorado UniServ Unit is seeking qualified candidates for the position of UniServ Director. This position works with the northern area of Colorado with an office located in Greeley.

**Date of Posting :** May 31, 2024

**Closing Date:** June 21, 2024

**Start Date:** August 1, 2024

#### **UniServ Unit Description:**

The Northern Colorado UniServ Unit (NCUU) is a coalition of 9 Colorado Education Association affiliates across Weld County. We operate under the belief that we are stronger together, and that each of our member associations has more power when our collective voices, knowledge, and resources are brought together. With over 1,700 strong teachers, education support professionals (ESPs), and other school employees, we are the union in Northern Colorado. All nine locals have a voice in district decision-making. 3 locals have Collective Bargaining Agreements (CBA)/contracts that are negotiated each year using different styles of bargaining. 4 locals conduct meet and confer sessions annually.

Greeley is a diverse and growing community of over 110,000 residents. Surrounding Greeley, are many small industry and agricultural rural communities. These smaller communities house the remainder of the locals from the school districts in Eaton, Fort Lupton, Highland (Ault, Pierce), Johnstown-Milliken, Platte Valley (Kersey), Valley (LaSalle, Platteville, Gilcrest), Weld Central (Keenesburg, Hudson, Lochbouie), and Windsor-Severance.

The office is centrally located in Greeley. It is staffed with one Associate Staff in addition to the UniServ Director. Both are responsible to the UniServ Unit Council. The office also houses the full-time release president of the Greeley Education Association. The UniServ Director's position involves regular travel to meet with local leaders and members. Staff in NCUU regularly attend statewide meetings, conferences, actions, and events hosted by the Colorado Education Association and other locals.

#### **UniServ Director Duties & Responsibilities:**

- Working with the NCUU Unit Council, local presidents, and members to develop and execute a plan to recruit new members using a variety of tactics and strategies
- Tracking leaders and member engagement
- Developing the skills of emerging worker leaders
- Working with members to identify key workplace issues
- Prepping member leaders to speak with press, elected officials, and partner organizations
- Leading members to take direct action to win on the issues that matter to our members most
- Training facilitation
- Supporting or leading local strategic planning
- Supporting or leading local bargaining campaigns
- Supporting or leading local election planning, candidate recruitment, campaign and GOTV member engagement
- Supporting and advocating for members in disciplinary meetings
- Supporting filing of grievances to protect and strengthen our CBAs

### **Qualifications:**

- Knowledge of the public education system and the issues facing public educators today
- Minimum 2 years experience as a base building organizer, worker organizing experience preferred
- Familiarity with developing, launching, and executing new campaigns
- Strong written and oral communication skills
- Competency with video communication platforms, online design platforms like Canva, other digital platforms like VAN, Action Network, Hustle, and Action Builder, and social media platforms
- Demonstrated experience in member leadership development
- Understanding of issues facing preK-12 public education workers and low wage workers
- Strong facilitation skills
- Strong interpersonal skills and ability to work with people from diverse backgrounds and cultures, especially folks from rural communities
- Self-starter with the ability to balance multiple projects at once and set priorities based on long-term strategy and short-term goals
- Willingness to experiment with a variety of member recruitment strategies
- Ability to frame issues and fights as well as articulate organizational values, strategy, and priorities to diverse audiences
- Solid commitment to the principles of social and economic justice and strong union values
- An understanding of the labor movement
- Flexible schedule and ability to work some nights and weekends as necessary
- Ability to drive and access to a reliable vehicle

### **Compensation & Benefits:**

This is a bargaining unit position with a competitive salary range and is linked to the 2022-2025 collective bargaining agreement. Salary range for this position is \$65,258 – \$110,252 with generous paid time off and medical benefits including health insurance, life insurance, retirement plan, paid vacation, sick and personal leave.

### **Application Process:**

Please include a letter of interest and a resume with 3 references.

Application materials may be submitted by June 21, 2024, via email to the Unit Chair, Erin Snyder: [ncuu@coloradoea.org](mailto:ncuu@coloradoea.org).

For more information on NCUU please visit [www.northerncoloradouniservunit.org](http://www.northerncoloradouniservunit.org) or call the office at 970-353-4187.

**NCUU is an Equal Opportunity Employer**

**Women, People of Color, and LGBTQIA+ Individuals are Strongly Encouraged to Apply**

NCUU is committed to the principle of equal employment opportunity for all employees with a work environment free of discrimination and harassment. All employment decisions at NCUU are based on Unit needs, job requirements, and individual qualifications without regard to race, color, religion or belief, national origin, sex, age, sexual orientation, gender identity, marital status, or disability.