

Job Announcement:
Executive Director, AFT 2121
San Francisco Community College District
Federation of Teachers,
Local 2121, CFT/AFT/AFL-CIO

AFT Local 2121 is seeking a full-time Executive Director beginning July 1, 2018, to replace our current Executive Director, who is retiring June 30, 2018. AFT 2121 represents the 1,468 faculty of City College of San Francisco, 84% of whom are Union members.

The Executive Director works with the AFT 2121 leadership team, consisting of elected and appointed Union officers, reps, and member-organizers, and with our staff organizer. Over the last several years, AFT 2121 led the fight against unfair and destructive sanctions by a rogue accreditation agency (ACCJC), and against a hostile administration, which -- in conjunction with a State appointed trusteeship -- targeted hard won gains in our contract. Our response was to organize our members as never before, building ties in our communities, and reaching out to our affiliates for much needed support, culminating in our one-day strike in April, 2016. These organizing efforts were the key ingredients in our successful campaigns to save City College, defeat ACCJC, re-gain accreditation, and win a non-concessionary contract with the District. We then went on the offensive with broad community support to win Free City, i.e. free tuition for S.F. residents who attend City College.

We seek an Executive Director who is committed to this organizing model of building union strength through extensive one-on-one work with our members, and with community organizations. The ideal candidate is a proven leader with demonstrated negotiating skills resulting in strong collective bargaining agreements. We seek someone with good communication skills, an ability to evaluate budgets in support of negotiations, a capacity to think strategically and creatively, and a deep commitment to labor organizing and social justice.

DESIRABLE QUALITIES

Exemplary Leader and Organizer

- A proven leader and organizer with tenacity who supports, respects, empowers, and encourages the contributions of all faculty, both full-time and part-time.
- A strong leader who can oversee and manage the union office, our half-time Office Manager and full-time Community Organizer, and provide leadership and guidance to the Executive Board.

Strong Communicator

An effective communicator and team leader who:

- listens openly and carefully,
- is inclusive and approachable,
- demonstrates flexibility and creativity in problem solving,
- has the ability to build consensus;
- has strong writing skills to produce newsletters, negotiations news and other communications with the membership and public.

Strategic Thinker

- A creative thinker with skills in both collective bargaining and day-to-day problem-solving issues within the Union and the members' workplace.

EXAMPLES OF DUTIES:

1. Provide vision and leadership to prepare the AFT 2121 to thrive in a post-Janus world.
2. Organize to grow and strengthen our membership.
3. Analyze District budgets and negotiate collective bargaining contracts and grievance settlements.
4. Conduct strategic planning with our Union leadership teams and governance bodies.
5. Maintain compliance with the CFT/AFT constitutional obligations and with other legal requirements, including filing of financial or political campaign reports.
6. Handle grievances, file unfair labor practice charges, and prepare for hearings (e.g. grievance, arbitration, ULP, mediation and fact-finding, etc.).
7. Represent, support, and advocate for faculty in a variety of workplace settings.

8. Research and develop a knowledge base of issues critical to our members and our contract, e.g. our members' rights to organize and engage in political advocacy, contract language construction, retirement issues, and legal issues.
9. Manage the office and, together with the Treasurer, Union finances.
10. Help write and produce Union newsletters, email and website communications, position papers, and campaign literature.
11. Plan and participate in union meetings, organizing activities, and campaigns.
12. The Executive Director works under the direction of the Local 2121 President and reports to the Executive Board.

MINIMUM QUALIFICATIONS:

- Bachelor's degree or equivalent combination of education and experience.
- Previous work experience in union or other community organizations.

DESIRABLE QUALIFICATIONS:

- 3+ years union experience including organizing, collective bargaining, grievance, and legal matters.
- Demonstrated analytical, organizing, and leadership skills.
- Sensitivity to and understanding of diverse academic, socioeconomic, cultural, disabled, sexual/gender, and ethnic backgrounds of community college employees and students.

SALARY AND BENEFITS:

Starting salary between \$75,000 and \$115,000 depending on experience and education. Paid benefits including medical, dental, vision, long-term disability, IRA-SEP retirement plan, paid vacation and holidays.

EMPLOYMENT CONTRACT

The Executive Director will enter into a written employment contract with the AFT 2121 Executive Board.

NON-DISCRIMINATION:

AFT 2121 does not discriminate unlawfully in providing employment opportunities to any person on the basis of race, color, sex, gender identity, gender expression, religion, age, national origin, ancestry, sexual orientation, marital status, medical condition, physical or mental disability, military or veteran status, or genetic information.

HOW TO APPLY:

To be considered, please submit the following by Friday, March 2, 2018:

- A current resume reflecting qualifications for this position.
- A letter of application which addresses how your background, training, and experience have prepared you to assume the duties and responsibilities of this position.
- Send all materials electronically to the following email addresses:
Tim Killikelly, President, at tkillikelly@aft2121.org
Jenny Worley, Vice-President at jworley@aft2121.org

For more information, go to aft2121.org or call 415-585-2121.