



DUVAL TEACHERS UNITED

1601 Atlantic Blvd, Jacksonville, FL 32207 | 904-396-4063 | www.dtujax.com

Vacancy Announcement – Staff Consultant

Classification: Duval Staff Organization Bargaining Unit

Location: Duval Teachers United (DTU) Office – Jacksonville, Florida

Reports to: President and Vice President

Summary

The Staff Consultant supports DTU's strategic objective of building member power at the worksite and in the community through identification and development of worksite leaders. The Staff consultant also assists worksite leaders in organizing and mobilizing members at sites, provides training and support to leaders and members in buildings, assists members with issues related to their job and maintains strong union cultures at worksites.

Responsibilities

- Conduct regular site visits to engage members and building representatives in one-on-one, small group, and large group settings to facilitate collective action around worksite issues and advance union objectives.
- Develop and implement plans to identify, recruit, train, and support building representatives and rank-and-file leaders among the membership.
- Develop and facilitate training for building representatives and other rank-and-file leaders in skills and habits for effective union leadership.
- Develop and implement campaigns to maintain and grow membership at worksites.
- Work with union leaders to identify subjects for issue organizing campaigns.
- Develop and implement plans to build sustainable "action ready" member-to-member mobilization around worksite issues, including mass actions and community engagement.
- Contribute to assessment and maintenance of data regarding members' interests, expertise, and other information relevant to union objectives.
- Assist union leaders in building relationships with parent, student, and other community groups.
- Work in conjunction with other DTU staff as needed to carry out responsibilities.
- Assist member(s) who are under investigation.
- Assisting members through the growth plan process.
- Be a liaison with the district on member issues on their behalf.
- Sit on district committees related to member working conditions as assigned.
- Enforce DTU's collective bargaining agreement.
- Collect pertinent statements and evidence and prepare grievance forms when necessary.
- Take initiative and prioritize tasks with little to no supervision.
- Perform other duties incidental to the position as assigned by the President or Vice President.

Qualifications

- A bachelor's degree in education, labor relations, or other relevant field is required. Four years of experience as an active union leader or staff may substitute for this requirement in extraordinary circumstances.
- At least two years of professional full-time experience as a labor organizer is preferred.
- At least two years of experience as a rank-and-file worksite union leader is preferred.
- A valid driver's license and reliable transportation are required.
- Proficiency with Microsoft Word, Excel, Outlook, and PowerPoint is required.
- Strong English-language written, and oral communication skills are required.
- Strong Spanish-language written, and oral communication skills are preferred.
- Knowledge of issues in public education and public education unionism is required.
- Familiarity with techniques and best practices in labor organizing is required.
- Experience with negotiation and enforcement of collective bargaining agreements is preferred.
- Experience developing and implementing campaigns to increase membership, mobilize around issues, and identify and develop union leaders is highly preferred.
- Experience coordinating mass actions and leading or building union organizing campaigns is preferred.

Compensation and Benefits

- Salary at hire is based on previous relevant experience consistent with the UAW Collective Bargaining Agreement. The formula will be based on current salary schedule with the district plus two months if the new hire is a 10-month employee.
- Comprehensive employer-paid insurance package (medical)
- Employer-paid defined contribution (401(k)) plans.

About Us

The Duval Teachers United (DTU) is the exclusive collective bargaining agent for a diverse group of approximately 6,000 Instructional and Education Support Personnel employed by the Duval County Public Schools.

Application

Interested individuals should send a cover letter, resume, three professional references, and a portfolio of work product demonstrating the ability to perform the duties and responsibilities of this position to DTU President via e-mail at DTU@DTUJAX.com. This position will be open until filled. Please contact DTU's office at 904-396-4063 or DTU@DTUJAX.com to request an accommodation during the application process.

