



Organizer

Union AFSCME Pennsylvania Council 13
Location Multiple Locations in PA
Salary \$54,000 - \$99,100
Posting Date March 13th, 2026

How to Apply

To apply, send a cover letter and resume to recruiting@afscme13.org

Please include position title and local number (if you are a current member of an AFSCME local) in the subject heading of your application email.

Overview

AFSCME Council 13 is the public service union for Pennsylvanians, representing more than 50,000 workers across the Commonwealth. Council 13 members care for the vulnerable and elderly, allow students to focus on learning in schools and universities, run correctional facilities around the clock, maintain safe drinking water, ensure the state's libraries, museums, roads, parks, and game lands are accessible to the public, and make Pennsylvania run in countless other ways. Our union organizes for dignity and respect and fights for a real voice on the job for public service workers and the services we provide.

The Organizer role leads workers into struggle to make effective change at work. As Council 13's representative in organizing campaigns, the Organizer promotes the vision of the union to unorganized workers and union members; builds and leads teams to win; and is self-critical and receptive to ongoing feedback for successful development and growth in the Organizer profession.

The Organizer position has the overall responsibility of planning/implementing all aspects of an organizing campaign and operates independently in carrying out organizing responsibilities. The role performs all activities associated with campaigns, such as assessing potential organizing targets, assessing worker/voters, building/maintaining worker lists, identifying and developing worker-leaders, creating organizing committees and making work site and home visits.

The Organizer is a field position with extensive, sustained travel throughout Pennsylvania and irregular work hours often required.

JOB DUTIES AND RESPONSIBILITIES (Any one position may not include all the specific duties and responsibilities listed in this posting. Examples provide a general summary of the work required and should not be treated as a total and complete list of expected duties to be performed by employees in the classification. An expanded job description is available during the application process.)

- Plans and executes organizing campaigns in accordance with the AFSCME Organizing Model and Organizing Principles. Demonstrates deep knowledge and proficiency in all elements of the model and implements the model to win campaigns.
- Assesses, identifies, recruits, and develops workers into activists and leaders.
- Conducts one-on-one organizing conversations through home and work site visits to accurately assess and recruit supporters and leaders; guides their activities on behalf of the union and identifies attitudes of individual workers to enable appropriate actions and messaging;
- Develops and leads worker mobilizations; plans and conducts meetings with organizing committees and other workers in the campaign, including public speaking and conducting workshops.
- Contributes significantly to the development of strategic campaign planning; incorporates campaign message into one-on-one communications and makes adjustments as needed; drafts and designs basic leaflets, newsletters and other tools in conjunction with the Council 13's Communications staff.
- Develops broad, representative organizing committees of worker-leaders, and trains and deploys them to move the campaign.
- Trains leaders and activists in one-on-one conversations, making assessments, and other skills essential to meeting campaign objectives.
- Writes field/work/turf plans to structure the overall organizing campaign and track goals and other benchmarks.
- Models activities and appropriate behaviors to Organizers, Staff Representatives, workers, and others.
- Obtains, creates, and maintains relevant employee lists.
- Recruits and trains volunteer organizers from within the AFSCME membership; works with locals, committees, and other internal stakeholders on engaging Volunteer Member Organizers through contract campaigns and other programs.
- In partnership with assigned Staff Representative and local leadership, assists in duties associated with building existing locals, chapters, agency or sector committees.
- Keeps organized records of conversation outcomes in VAN or Unionware, from recruitment efforts and worksite issues to assessments over the course of a campaign.

- Adapts campaign tactics and strategy based on data-driven metrics, developments on the ground, and other feedback.
- Serves as lead/point on larger campaigns involving multiple staff. Oversees turf assignments, runs debriefs, and identifies training needs relevant to campaign.
- Develops and maintains campaign data, including collection, input, and upkeep of information relevant to the campaign into database.
- Plans and runs different kinds of campaigns, such as probes, pre-petition campaigns, election campaigns, card-check campaigns, issue-based campaigns, and first contract campaigns.
- Assists in providing appropriate training and support to increase the effectiveness of locals, including staffing conventions, conferences, and other union events in the office or field.
- Generates timely reports synthesizing available data and makes recommendations that enable course corrections or other actions on the campaign.
- Monitors, coordinates, and drives program within a specified subset, sector, or agency of AFSCME members and serves as resource person for given area(s) of focus.
- Performs other duties as assigned.

Required Qualifications:

To perform the Organizer position successfully, the incumbent needs seasoned proficiency in the following areas:

- Effective one-on-one communications.
- Strong oral and written communication skills, including reading, writing, and speaking.
- Exercising sound judgment, discretion, and ability to compare and evaluate potential courses of action to further the interests of members and Council 13's strategic goals.
- Time management and self-discipline in an unstructured work environment. Must be able to prioritize tasks and organize time effectively.
- Ability to plan and coordinate independent daily activity, keep detailed records, and file reports in a timely manner. Must be able to follow through on a plan.
- Working knowledge of labor laws and labor board rules, especially with respect to union organizing, petition and card check campaigns.
- Planning and running meetings and actions.
- Ability to present information persuasively and engage groups of various sizes.
- Ability to learn and apply organizing concepts to locals with different needs and challenges.
- Interacting in a professional manner with workers, management representatives, and other stakeholders.
- Ability to foster and maintain strong interpersonal relationships with individuals from diverse backgrounds.

- Knowledge of computers and applicable software (word processing, spreadsheets).
- Ability to work long hours independently to accomplish union's objectives.
- Support for, and understanding of, AFSCME's Mission.
- Willingness and ability to learn.

Desired Qualifications:

- Prior employment in the labor movement.
- Ability to plan creative and effective worker actions.
- Demonstrated experience in setting and executing work plans and goals.
- Demonstrated ability with successfully developing and implementing comprehensive internal and/or external union organizing plans, including organizing timelines, benchmarks, and milestones.
- Command of AFSCME's one-on-one organizing model.
- Understanding of organizing and membership databases.
- Developing/training VMOs and less experienced organizers or union staff.
- Working knowledge of state and federal laws related to labor, public employment, collective bargaining, and regulations specific to Pennsylvania.
- Experience recruiting, developing, and coordinating worker leaders/organizing committees.
- Ability to use social media accounts/virtual platforms to complement organizing conversations.
- Experience leading under pressure and/or defusing tense situations.
- Strong commitment to the labor movement.

Direction and Decision Making

This position reports to the Organizing Director or designee. Works independently and keeps supervisor regularly apprised of developments during organizing activities, including regular and ad hoc reports.

Education and Experience

High School Diploma and with a minimum of two years of experience in union organizing; or any equivalent combination of education and experience which provides the following knowledge, skills and abilities:

- Deep knowledge of union organizing practice and principles.
- Leadership and motivational skills to guide/inspire less seasoned Organizers, release timers, targeted workers, and other staff.
- Effective oral and written communication skills to motivate/inspire workers to action.

Physical Requirements (as required by ADA)

Work is performed in a variety of employment settings including workers' homes, neighborhoods, and worksites. Driving, travel, overnight stays, temporary assignments, and extended work hours, including evenings and weekends, may be required. Valid driver's license required.

Benefits

- Health insurance for employee and family, including medical, prescription drug, vision, dental and hearing (employee contributes percentage of salary)
- Defined Benefit Pension Plan (jointly paid)
- Voluntary Deferred Compensation 401(k) Savings Plan with employer match
- Field Package (monthly travel and cell phone allowance, insurance stipend, reimbursed expenses)
- Employer-paid life insurance and accidental death benefits
- 3 weeks earned vacation per year (after one year of service)
- 1 ½ days earned sick leave per month (accrued)
- 12 paid holidays per year
- 3 Personal Days (pro-rated in first year)
- Paid holiday release between Christmas and New Year's Day
- Staff Union