

External Job Posting
Director of Organizing, BCFED
January 2025



About the BC Federation of Labour

The BC Federation of Labour (BCFED) is the leading voice of workers in British Columbia, representing over 500,000 members from affiliated unions across the province.

We work with affiliated unions to advocate for workers rights to organize, bargain collectively, have decent wages, fair treatment, and work in a safe workplace. The BCFED is committed to justice for all: we work with social movements and other allies to build a more equitable, democratic, and sustainable world. The BCFED is a small, but highly motivated team.

We are currently accepting applications for a regular fulltime position for **Director of Organizing, at the BC Federation of Labour.**

Reporting to the Executive Director, the Director is responsible for the following:

Director General Job Duties

- Implement strategic plan priorities and meet objectives set by convention and leadership.
- Develop and implement a portfolio workplan, ensuring that the BCFED's mission, objectives, goals in the portfolio area are fulfilled.
- Representing the BCFED in administrative proceedings, including staffing BCFED committees and working groups.
- Interact with senior labour, employers, and government representatives, including representing the BC Federation of Labour in administrative proceedings.
- Establish strong working relationships with affiliates, community organizations, and government and utilize those relationships to enhance the BCFED's initiatives and success.
- Organize and execute public BCFED events, including seminars, conferences and our biennial convention.
- Ensure oversight of assigned portfolio budget(s), meet the budgetary deadlines and reporting.
- Develop and execute innovative organizing strategies, including digital campaigns, grassroots mobilization, and coalition-building with community allies.
- Other duties as assigned.

Director General Qualifications

- Demonstrated political acumen and a broad knowledge of provincial and labour politics. In-depth understanding of the labour movement structures and processes.
- Demonstrated skills and experience in both traditional and contemporary engagement processes, from grassroots organizing to digital campaigning, within the labour movement or community organizations. Previous experience working on federal, provincial or local government election campaigns an advantage.
- Significant campaigning experience, including developing and executing digital-first, high-impact mass mobilization campaigns. Proficiency in NationBuilder or other digital campaign tools are an asset.
- Demonstrated ability to maintain effective working relationships with union and community activists, coalition partners and political allies.
- Possess a high level of communication and organizational skills.
- Proven ability to assess, problem-solve, implement and streamline work assignments for time management purposes in a fast-paced work environment.
- Excellent written and verbal communication skills, including ability to write in different formats for different audiences. Proven public speaker/advocate experience.
- Create and support a positive and collaborative work style within a team environment
- Demonstrate a strong work ethic and ability to adapt to an ever changing and dynamic environment.
- Strong personal accountability for work deliverables.
- Post-secondary education or equivalent work experience.

Director of Organizing - Portfolio Responsibilities and Qualifications

- Demonstrated ability and experience in developing, coordinating, and implementing strategic campaigns on progressive public policy, union organizing drives and other priorities. Experience using a combination of traditional approaches and digital strategy, and evaluating campaign effectiveness and strategic/tactical improvements.
- Experience in digital and visual communications and social media for targeted outreach to members and supporters.
- Expertise on unionization, employment standards, regulation and policy, including in depth knowledge of the *BC Labour Relations Code* and the *Employment Standards Act*.
- Experience in facilitation and course creation. Ability to develop and deliver the BCFED Organizing Institute and other training or presentations related to union organizing or campaigning. Experience growing curriculum and identifying opportunities to grow audiences.

Hours and Location:

This is a full-time position with undefined hours, which can include some evenings and weekends.

The position location is at the Burnaby office. Full or part time remote work arrangements are optional and subject to approval. Ability to work from the BCFED office in Burnaby, and to travel to events and meetings across BC, is essential.

Salary and Benefits:

The salary and benefits for this Director position are outlined in the BCFED – USW Collective Agreement (December 1, 2023 – November 30, 2027). Current bi-weekly base wage: \$4,564.53.

To apply:

Deadline for application is 5pm on February 28, 2025. Please forward a cover letter and CV to Human Resources at humanresources@bcfed.ca.

Preference will be given to candidates from equity seeking groups, including Indigenous persons, persons of colour, persons with disabilities, and 2SLGBTQIA+ persons.