



## VACANCY ANNOUNCEMENT

### Deputy Field Director (NY Based)

The New York State Nurses Association is a labor organization of more than 42,000 frontline nurses in over 150 hospitals, nursing homes, public health departments, city agencies and school districts across New York State. We stand together for strength at work, nursing practice, safe staffing, and healthcare for all. Dedicated to improving the lives and working conditions of NYSNA members, we are a bold, progressive force in the fight for economic, social and racial justice, and New York's largest union and professional association for registered nurses. We are leaders in the fight for healthcare as a human right, and we have been on the frontlines of the COVID-19 pandemic, defending the public's health and pushing for measures to prevent a resurgence of this deadly virus.

The **Deputy Field Director** will serve on the senior staff leadership team, which oversees the implementation of the union's vision and programs. This position reports to the NYSNA Field Director. He/she/they will work closely with the Field Director to supervise more than 60 field staff working in 10 teams across different hospital systems and geographic areas. The Deputy Field Director will help coordinate the union's overall collective bargaining and contract enforcement program, lead bargaining table negotiations and field mobilizations during key contract campaigns, oversee leadership recruitment and development, and coordinate field organizing for major campaigns. The majority of work will be in the New York City area.

#### SALARY AND BENEFITS

The salary for this position is \$130,000 to \$150,000, depending on experience. A superior benefits package includes: fully paid health benefits with family coverage, a fully paid defined benefit pension plan, and generous paid leave.

#### GENERAL RESPONSIBILITIES

- Serve as the lead negotiator for key contract negotiations, working through the proposal writing process to final ratification.
- Assist the Field Director in supervising, training, and developing area directors and field staff.
- Coordinate staff meetings, field team meetings, and meetings with leads and field representatives to review and plan their work.
- Ensure rank-and-file member participation in the union's major programs.
- Coordinate representation of the union and its members in contract negotiations, arbitrations, grievances, and disciplinary meetings.
- Develop and lead coordinated campaigns around contract negotiations and other important workplace issues.
- Oversee staff in grievance handling, arbitration preparation, and other representational work.
- Engage rank-and-file members through internal issue organizing, contract enforcement, and other strategic campaigns to build the union.

- Work closely with other senior staff to execute the strategic campaigns of the organization under the overall leadership of the Executive Director and the Board of Directors.

## **EXPERIENCE AND ABILITIES**

- Experience managing large teams with multiple staff members.
- Experience establishing, maintaining, and successfully completing large scale internal organizing campaigns with members and active workplace committees.
- Significant collective bargaining experience, including a history of successfully negotiating fully executed collective bargaining agreements.
- Demonstrated ability to bring a diverse array of viewpoints, opinions, and backgrounds together into successful campaigns with common goals and a unified vision.
- Experience in new member organizing campaigns, with a strong grasp of the principles of organizing.
- In-depth understanding of what is required to shepherd workplace issues and/or contract violations through grievance and arbitration proceedings, while maintaining an organizing approach to solving worksite problems.
- Knowledge of strategies to maximize leverage when filing unfair labor practice charges and engaging other NLRB proceedings.
- Experience leading successful strikes, informational pickets, and other concerted activity.
- Although this job is based in New York City, successful candidates will be able to work in all parts of New York as part of the union's statewide strategic campaigns.

*Every effort has been made to make this vacancy announcement as complete as possible. However, it is still a summary. It does not state nor imply that these are the only duties required of the position. The omission of any specific responsibility in this announcement does not exclude them if the work is similar, related, or a logical responsibility for the position.*

**We are committed to fostering an equitable multiracial organizational culture. Women, people of color, individuals with disabilities, people who identify as LGBTQ+, indigenous, or from marginalized communities are strongly encouraged to apply.**

## **TO APPLY**

Interested candidates should e-mail their resume, three references (two professional and one personal), and a cover letter to:

**[StaffSearch.WAPA@gmail.com](mailto:StaffSearch.WAPA@gmail.com)**

**Subject: NYSNA Deputy Field Director**

**Attention: Francisco Ollervides**

