

**RE-POSTING** for OPEN position of NEW Local 46 Organizer – FINAL  
September 21, 2020

*Business Manager / Financial Secretary Sean Bagsby has approved this re-posting for the following NEW Open Position:*

**1. Organizer / Membership Development**

**The purpose for this re-posting is to include more of the Members who wanted to apply but didn't have all the qualifications previously listed. Many MORE members expressed interest, but did not have the previous requirement of five (5) years as a Journey-level worker, or have been a Member in good standing for at least five (5) years.**

**Everyone who applied during the first posting are already included in the pool of applicants.**

**Organizer / Membership Development:**

***The duties and job descriptions are as follows:***

The Organizer / Membership Development person will have the primary responsibility to work with the Organizer Team to strengthen the current Membership, and grow the ranks of Local 46! This will be a full-time position, with weekly obligations that exceed 40 hours per week. The Organizing Team works as a single cohesive Unit, so additions to the Team must be able to work well with other strong personalities. All candidates must be committed to the Local Union, and focused on performing the functions of the position for the betterment of ALL of Local 46. All Organizers will be provided training and all tools needed to perform at the HIGHEST level on behalf of the Local 46 and Members.

**Duties will include but are NOT limited to:**

- 1) attending classes and training programs to learn many techniques and strategies involved with Organizing Campaigns; both internal and external
- 2) review and process various data streams, contractor reports, State data bases, and other mediums to evaluate industry trends and identify organizing opportunities
- 3) coordinate organizing plans and activities with entire Organizing Team
- 4) facilitate visits to non-signatory employers and meet with various groups of not – yet organized workers from many classifications
- 5) develop and carry out organizing action plans with both short- and long-term goals
- 6) provide weekly data entry and reports with local and national databases to track organizing efforts
- 7) attend and coordinate meetings with Organizers from other various regional IBEW Local Unions
- 8) cooperate with International Organizing Staff on joint campaigns and activities
- 9) work well with various personalities and team members with various skill sets to accomplish common goals
- 10) attend monthly Unit and General Meetings and provide mandatory reports to the Membership
- 11) Attend Regional Organizing / Membership Development Team meetings when required outside of Local jurisdiction with efforts to grow the Local
- 12) When assigned, must be willing to travel to any jobsite or employer within jurisdiction of Local 46
- 13) Assist Business Manager and Local Union Committees to focus on Internal Membership Development and Volunteer Organizing Committee
- 14) Must be a **TRUE** Team Player; willing to work collaboratively with Team Members from various backgrounds, skill sets, and priorities to accomplish common goals
- 15) Uphold and Adhere to the IBEW Constitution and Local 46 Bylaws
- 16) Uphold and Adhere to all Local 46 Policies and Procedures
- 17) Other duties as assigned

**Other details about position:**

Per the IBEW Constitution All Staff Organizers are hired by the Business Manager to fulfill the Local Union obligations as outlined in the Constitution.

Compensation will be in accordance with Local 46 Bylaws.

All expenses related to Union Business will be covered by Local 46.

**All applicants SHALL meet the following requirements:**

- 1) Must be a Journey Level Classification of Local 46 for at least **TWO (2) years**
- 2) Must be a Member of Local 46 in good standing for at least **four (4) years**
- 3) Must provide Five (5) character references from Local 46 Members
- 4) Must provide **AT LEAST TWO (2)** examples of activities they VOLUNTEERED on behalf of the Local (organizing blitz, career fair booth staffing, community service, Job Steward, door knocking, etc.)
- 5) Provide a detailed resume AND include Union and labor - related trainings
- 6) Provide a written statement up to 500 words explaining **WHY** they are the **BEST** candidate for this position

**The following is a preferred (not required) qualification:**

- 1) Must have a basic understanding of the various LU 46 Pension and Healthcare Plans to respond to questions from organizing candidates

**The Business Manager would like ALL active Members who meet these qualifications and who feel they can serve the Membership and Local 46 in this capacity to APPLY!**

**This position will be re-posted as OPEN from 10:00A.M. Monday September 28 UNTIL 4:00.P.M Monday October 19. Depending on the number of candidates, this date MAY be extended.** All candidates are to submit their resume, references, and other documents VIA email to: [charlotte@ibew46.com](mailto:charlotte@ibew46.com).

All submissions will be reviewed to confirm all applicants meet the position requirements. Applicants will be contacted the week of October 26 to begin scheduling interviews. **The Interview process:**

- ALL Qualified applicants shall have initial interview by a panel of five (5) people to include Staff Organizers, and others
- Interview panel will determine list of finalists
- Finalists will advance to second round of interviews
- Business Manager and Interview Panel shall interview finalists
- Business Manager will have option to select the NEW Staff Organizer!

**This position will be re-posted as OPEN from 10:00A.M. Monday, September 28 UNTIL 4:00.P.M Monday October 19.**

If you have any questions regarding this process, please contact Charlotte Gitchel at [charlotte@ibew46.com](mailto:charlotte@ibew46.com).

Thank you for your patience and attention during this process, and PLEASE apply!

Sean Bagsby  
Business Manager / Financial Secretary  
IBEW Local 46