



DEMOCRATIC SOCIALISTS OF AMERICA

75 Maiden Lane / New York, N.Y. 10038

(212) 727-8610 / www.dsausa.org / info@dsausa.org

Labor Organizer

The Democratic Socialists of America is a member-run, socialist organization with more than 280 groups in every state and the District of Columbia engaged in movement-building, public education, direct action, advocacy, labor organizing, and electoral politics. Our immediate goal is to build working-class power against the capitalist class while advancing transformative reforms like Medicare for All and a Green New Deal, building a robust labor movement, electing socialists to office, and shifting the public framing around capitalism and democratic socialism. DSA is a “big tent,” multi-tendency organization that welcomes everyone committed to democracy and socialism.

The Labor Organizer reports to the Organizing Director and works closely with the Steering Committee of the Democratic Socialist Labor Commission (DSLSC) to develop labor organizing amongst our chapters. The Labor Organizer can expect to visit chapters an average of one to two weeks per month. A valid driver's license is required as is close and easy access to a major airport.

Duties/Responsibilities:

- Directly coach and train chapters (in person or remotely) on implementing our member-decided labor strategy through ongoing relationships around: strategic campaigns, educational and organizing resources, recruitment and engagement of members, and other points as necessary
- Assist chapters in establishing labor formations when chapter capacity warrants it
- Provide indirect support to chapters by creating resources, identifying and fostering mentorship opportunities among members, or identifying other needs that would ultimately assist chapters in building up their labor work
- Be the staff liaison to the DSLSC and attend DSLSC Steering Committee meetings to:
- Assist DSLSC SC members in communicating about how to access national resources,
- Provide insight into chapter needs/capacities/wants, and offer logistical and organizing support for committee campaigns and projects,
- Report on current scope of related projects and initiatives being undertaken by staff, and
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- Work with Data and Technology staff to ensure the DSLSC is fully utilizing available technical tools like Action Network, SmartVAN, Spoke, etc.
- Promote coordination and planning between organizers in different chapters
- Help chapter organizers learn best practices from each other and, when appropriate, collaborate directly with chapters on external organizing or labor campaign work



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- Through contact with the Field Organizers, identify leaders in the membership who can be asked to take on roles of responsibility and get involved with the work of the DSLC.
- Work with chapters with established labor bodies to help connect them to national labor campaigns and solicit examples of successful campaigns for mentored chapters to model.
- Work closely with Field Organizers, the Organizing Team, and other staff to create and execute plans to engage chapters and membership in DSLC programs, projects, and campaigns.
- Develop, revise and execute trainings for DSA membership in various forms
- Track ongoing strikes and labor actions, alerting nearby chapters of labor disputes, and providing strike solidarity training to these chapters.
- Perform other duties which may arise based on the needs of the organization.

Qualifications

- At least two years of union experience organizing workers directly.
- Experience organizing a successful strike in a shop or union, new organizing that wins union recognition, winning a collective bargaining agreement, forming a rank and file caucus, , or concessions from management through worker direct action (ie walkouts, sickouts, protests, or other worker-led mass organizing), etc.
- Track record of recruiting, training, and managing volunteers, mobilizing large numbers of people to take action, developing grassroots leadership, and winning concrete campaigns.
- Proven ability to move people through public speaking, workshop facilitation, and one-on-one conversations.
- Exceptional listening, interpersonal, and general communication skills.
- A strong relationship-builder and team player.
- Enjoys working with volunteers.
- Self starter that can efficiently manage multiple projects at once, use limited resources effectively, and work with a team.
- Handles high pressure situations with positive attitude, tact and professionalism.
- Demonstrated skill at using social media or email in organizing.
- Able to work irregular hours and available to travel.
- Commitment to democratic socialist, feminist, anti-racist, anti-ableist, anti-heterosexist and pro-worker action and identify as a socialist and be grounded in democratic socialist politics; general agreement with the positions and perspectives of YDSA and DSA.

Preferred

- Familiarity with and/or organizing experience in multiple regions of the United States, including a mix of suburban, urban and rural communities.
- Experience as an elected union officer, Lead Organizer, or higher level organizing role.
- Familiarity with DSA's structure, internal processes, and organizing culture.
- Grassroots fundraising experience.
- Familiarity with Google Suite.



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- Experience with ActionKit, Action Network, Spoke, VAN and other CRMs.
- Graphic design and/or illustration skills.
- Popular or political education background.
- Creativity and sense of humor.

Reports to: Organizing Director

Work Schedule: Full-time. Work hours will fluctuate according to campaign needs and members' availability.

Salary: \$52,000 in the first year with an annual raise in 2023.

Benefits: We offer employer paid medical, dental, and vision insurance for employees and their spouse/partner and/or dependent children, and three weeks of vacation in the first year of employment, then four weeks each year thereafter.

This position is covered by a collective bargaining agreement with the Washington-Baltimore News Guild.

Application Deadline: May 13, 2022

To Apply: [Click here](#)

Democratic Socialists of America will provide reasonable accommodations for qualified individuals with disabilities to allow them to perform the essential functions of their job if doing so does not result in undue hardship. If you are in need of accommodations during the application process or interview, please contact jobswithdsa@dsausa.org.

No phone calls or recruiters, please.

Democratic Socialists of America is an equal opportunity employer and committed to a staff that reflects the working class. We strongly encourage and seek applications from women, people of color, people with disabilities, DREAMers, as well as members of the LGBTQ communities.