

SEIU (Service Employees International Union)

Job Title: Organization Leadership Specialist for Equity and Inclusion Grade: D

Location: Washington, D.C.

Purpose:

This position is part of a team responsible for implementing the BOLD Center's program. In addition to supporting the overall leadership and organization development work in local unions, this position will have primary responsibility for leading on the BOLD Center's work on organization equity and inclusion and anti-racism.

PRIMARY RESPONSIBILITIES: (Any one position may not include all of the specific duties and responsibilities listed. 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.)

- Develop and teach curriculum for a wide range of audiences (elected officers, staff, and union members) on inclusion, equity, anti-oppression, and structural racism.
- Work with a wide variety of local unions on designing, implementing, and evaluating change strategies that create equitable and inclusive organizations.
- Work with a wide variety of local unions to create equitable and inclusive organizations who are able to lead and/or support initiatives on issues such as criminal justice, immigration reform, etc.
- Consult with leaders and staff to assess the organization and leadership development needs of divisions, departments, state councils, and local unions. Develop and implement strategies and programs that meet those needs.
- Teach in comprehensive, high-level leadership programs for elected leaders and senior staff.
- Provide coaching for high-level leaders and staff.
- Analyze demographic data that supports organization equity and inclusion strategies.
- Facilitate high-level strategic planning processes.
- Help evaluate the effectiveness of BOLD Center programs and recommend changes.
- Performs other duties as required to support the department and its mission

Contacts:

Include all SEIU international and affiliated staff, division and department directors (or their designees); SEIU Local leaders and staff; BOLD Center consultants, and officer-appointed advisory committees of the SEIU Executive Board.

Direction and Decision Making:

This position reports to the Director of the BOLD Center and works independently.

Education and Experience:

Graduation from an accredited four-year college or university is preferred or experience that is equivalent to a degree. Certification in organization development or equivalent experience. A minimum of three (3) years of experience working with organizations on internal change initiatives particularly with social change organizations. A minimum of three (3) years of experience working with organizations on leadership and issues of equity and inclusion and structural racism. A minimum of five (5) years of experience demonstrating progressively greater responsibility in a union, political, nonprofit or issue-driven environment. In addition, the candidate should have a combination of education and experience that would provide the following knowledge, skills, and abilities:

- Ability to work with leaders on implementing internal change initiatives.
- Ability to work with a highly-diverse leadership on developing leadership competencies including ones needed to be inclusive leaders.
- Knowledge of organizational equity approaches and practices.
- Knowledge of organization change theory models and practices.

- Ability to create curriculum that is participatory and driven by adult-learning theories.
- Ability to create and teach curriculum on equity, inclusion and structural racism to a staff and membership that is demographically diverse.
- Excellent teaching, group facilitation and presentation skills.
- Demonstrated ability to operate in politically sensitive situations, to exercise good judgment and think critically.
- Strong planning and project management skills; ability to manage and prioritize multiple projects.
- Excellent interpersonal skills.
- Excellent oral and written communication skills.
- Ability to work collaboratively with all levels of staff and elected officers.
- Ability to handle multiple priorities and meet established deadlines
- Skill in the use of personal computing software.

Physical Requirements:

Work is generally performed in an office setting, but at times work may be required in other settings conducive to performing the tasks required to complete assignments. Travel and long and extended hours required.

Application Requirements:

A resume and cover letter are required for all applications. Your cover letter should explain your reason for wanting to work for SEIU, an example of how you demonstrated success in a similar position and a description of how this position fits into your long-term career plan.

Benefits:

SEIU staff enjoy top notch benefits including comprehensive health benefits, major medical, dental and vision for employee and eligible dependents, domestic partner benefits, competitive salaries, generous holidays and vacation policies, and both a pension plan and a 401(K) Plan.

SEIU is an Equal Opportunity Employer.

Apply Here: <http://www.Click2apply.net/ydkhxrjdjgftmx6>

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