



Director of Advocacy

Olympia, WA

Who We Are:

The Washington Federation of State Employees (WFSE), AFSCME Council 28, has a long history of fighting for workers' rights and employee benefits while tackling social justice issues with passion and energy. The WFSE has been operating in the state capital for eighty (80) years fighting for fairness and equality. We ensure hard-working public service workers get better pay, health care, retirement, and a healthy work environment. There is more to accomplish, and we believe we can accomplish it with the right personnel. Come join our team and be part of a larger mission that will make an impact for years to come. Learn more about who we are at: wfse.org.

What We are Looking For:

The Washington Federation of State Employees (WFSE) is recruiting to fill the position of **Director of Advocacy**. This position is part of the WFSE Leadership team and is responsible for the strategy and direction of the Advocacy Team and coordinates statewide WFSE contract negotiations ensuring the development and implementation of strategic goals across statewide bargaining tables, including public and private sector negotiations. May function as lead negotiator for statewide contracts, assists and provides mentorship for others. Develops measurements for and monitors the effectiveness of mediation, arbitration, contract and mid-term negotiations, statewide union management communication committee, and other statewide contract compliance processes. This position is assigned contract and mid-term negotiations, grievance arbitrations, statewide union management communication committees, Personnel Resources Board appeals, and may assist in the investigation of unfair labor practice complaints.

Develops and maintains a statewide communication plan ensuring a coordinated approach to statewide concerns, related campaigns, and the enforcement of negotiated agreements. Performs other selected representational work independently or in a mentoring capacity including but not limited to processing and presenting grievances, staffing statewide union management communication committee meetings, and acting as lead negotiator in mid-term negotiations that have a broad impact on the WFSE membership. This position will actively participate in and be responsible for grievances that go to mediation and/or arbitration to include presenting the union's case, submitting written briefs, interviewing, and preparing member testimony, and other necessary preparation in the defense of our members. Additional duties may include:

- Provides professional support for and acts as an expert resource to Council 28 Collective Bargaining Committee and the Council 28 Statewide Grievance Committee.
- Investigates and resolves complaints from labor partners and state agencies.
- Responsible for corrective action, first level disciplinary actions, and performance management of the staff they supervise.
- Participates in the hiring process of assigned staff including temporary and permanent hires.
- Assigns the work and areas of responsibility for assigned staff.

- Ensures staff receives the training, coaching, mentorship, and resources needed to effectively perform their responsibilities.
- Responsible for oversight of purchasing supplies and equipment for the advocacy department and monitors department's allocated budget.

Required Qualifications:

- Advanced degree in labor relations, labor law, political or social science (a bachelor's degree with commensurate experience in labor advocacy may also be considered).
- At least seven (7) years of progressive experience in labor relations, contract negotiations, and interpretation of labor law.
- At least two (2) years of experience supervising staff and setting performance standards.
- Possess excellent judgment and discretion and the ability to compare and evaluate courses of action, interests of members, and the WFSE's strategic goals.
- Must have valid driver's license, requires use of personal vehicle, and valid vehicle insurance.

Desirable Qualifications:

- Juris Doctorate in labor relations, labor law, political or social science or related field.
- Previous experience bargaining multiple contracts in a union environment.
- Experience in public and private sector labor law.

Special Note:

It is expected that selected candidates live within commuting distance of their assigned work location. This position is overtime exempt and may be required to work occasional weekends. Travel is normally limited to the assigned area of responsibility. Must have a valid driver's license, use of personal vehicle, and valid vehicle insurance. A motor vehicle report and a background check will be conducted as a condition of employment. Benefits include twelve (12) paid holidays, annual and sick leave, \$150 monthly cell phone allowance, \$800 monthly vehicle allowance, medical/dental, life, and long-term disability insurance, personal holidays, and more. The salary range is \$122,934 to \$142,313 and will be determined commensurate with experience. This position is exempt and serves at the pleasure of the Executive Director.

How to Apply:

To be considered for this position(s), applicants must submit a resume, letter of interest, and at least three (3) professional references to: resumes@wfse.org. Your letter of interest should clearly explain how your experience, training, and education make you a viable and competitive candidate for this position.

This position is open until filled; however, it is to the applicant's advantage to apply as early as possible.

The Washington Federation of State Employees is committed to providing equal employment opportunity and equal access in a non-discriminatory manner to its programs and services for all persons without regard to race, creed, color, marital status, gender, sexual orientation, religion, age, national origin, political affiliation, honorably discharged veteran or military status, or the presence of any real or perceived sensory, mental, or physical disability.

Persons requiring accommodation in the application process or for an alternative format may contact the Human Resources Manager, Tiffany Wright at (360) 339-5159 or tiffanyw@wfse.org. Persons of disability or those who are deaf or hard of hearing can call the Washington Relay Service by dialing 7-1-1 or 1-800-833-6388. The WFSE complies with the employment eligibility verification requirements of the Federal Form I-9.

The selected candidate must be able to provide proof of identity and eligibility to work in the United States consistent with the requirements of that form on the first day of employment.