AFL-CIO
AMERICA'S UNIONS

SENIOR RESEARCHER
CENTER FOR TRANSFORMATIONAL ORGANIZING
WASHINGTON, D.C. [HEADQUARTERS] OR SOUTHERN REGION

The CTO was created by AFL-CIO-affiliated unions to catalyze and support large-scale, multi-union campaigns to organize and secure worker power across entire industries and sectors of our economy. Working closely with labor and community networks in key cities and states, especially in the South, we will mobilize and develop our collective capacity to take on entrenched corporate-political interests, worker exploitation, and racism in all its forms in order to profoundly impact workers' lives, uplift our communities, increase union membership, and build lasting progressive power.

The Senior Researcher is expected to lead joint CTO/affiliate research team organizing projects. The Senior Researcher is expected to play a key role in overall campaign planning, including worker, community, and strategic elements, and can staff representatives from local and national unions. The Senior Researcher is also expected to recruit and mentor staff, as well as work with affiliates on implementing CTO programs. The Senior Researcher participates in developing the CTO program.

The Senior Researcher works at their own initiative, independent of all but necessary supervision by CTO management. The Senior Researcher must coordinate work closely with other CTO staff and management, as well as other AFL-CIO departments, affiliate staff, and leadership. The Senior Researcher is a member of CTO Senior Staff. The Senior Researcher is not involved in supervisory or personnel decisions.

DESCRIPTION OF DUTIES

Campaign and Operational Duties

- Activates different levels of the CTO and AFL-CIO structure to help coordinate CTO resources supporting campaigns.
- Works with affiliate staff on local and national level to develop and support campaign goals, strategies, and tactics.
- Develops plans, assembles resources and coordinates research components of designated CTO campaigns.
- Plays a central role in campaign planning, including worker, political, and community elements.
- Conducts and coordinates a broad array of research projects, including corporate and industry research, as well as quantitative studies employing modeling techniques.
- Builds effective coalitions with other unions and organizations.
- Has responsibility to monitor CTO resources and work to help ensure they are spent effectively.
- Participates in recruitment of staff for projects.
- Mentors and guides staff.
- Other duties as assigned.

Programmatic Duties

- Represent the CTO in internal and external forums as a leading technical expert and union/issue advocate; develop and maintain relationships with other AFL-CIO and affiliate staff, outside consultants, academics, community and issue activists, and others.
- Works with key staff from the CTO, AFL-CIO, affiliates, politicians, and community groups to develop broad community, legal, political, and worker issues.
- Participates in CTO program analysis and goal setting.
- Participates in CTO strategic research capacity-building efforts (including recruitment, training, research systems, etc.).
- Performs other duties as assigned.

QUALIFICATION AND SKILLS

- Master's degree or B.A. or B.S. in relevant field (e.g. economics, law, or business) preferred, but not required.
- At least five years of relevant work experience and demonstrated success in relevant areas.
- Academic coursework in statistics and research methods preferred.
- Demonstrable experience conducting lengthy academic or action research.
- Experience with union or community organizing.
- Working knowledge of relevant industry laws and regulations desired.
- Effective time management skills, including prioritizing and managing multiple tasks, and demonstrated experience in personal work plans and goals.
- Excellent writing and communication skills.
- Demonstrated ability to work effectively in politically sensitive and high-pressure environments.
- Excellent listening, interpersonal, communication and problem-solving skills.
- Demonstrated ability to build teams and work effectively in a team environment in both a lead and a support role.
- Ability to work well in a collaborative environment.
- Ability to work independently within the context of a plan.
- Demonstrated ability to resolve conflicts while maintaining important and effective relationships.
- Computer proficiency is required; database/spreadsheet, email, internet, and Google product suite.
- Ability to travel on a regular basis as needed, and for extended periods of time.
- Ability to work long hours and weekends as required.

Salary: $92,428.26

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